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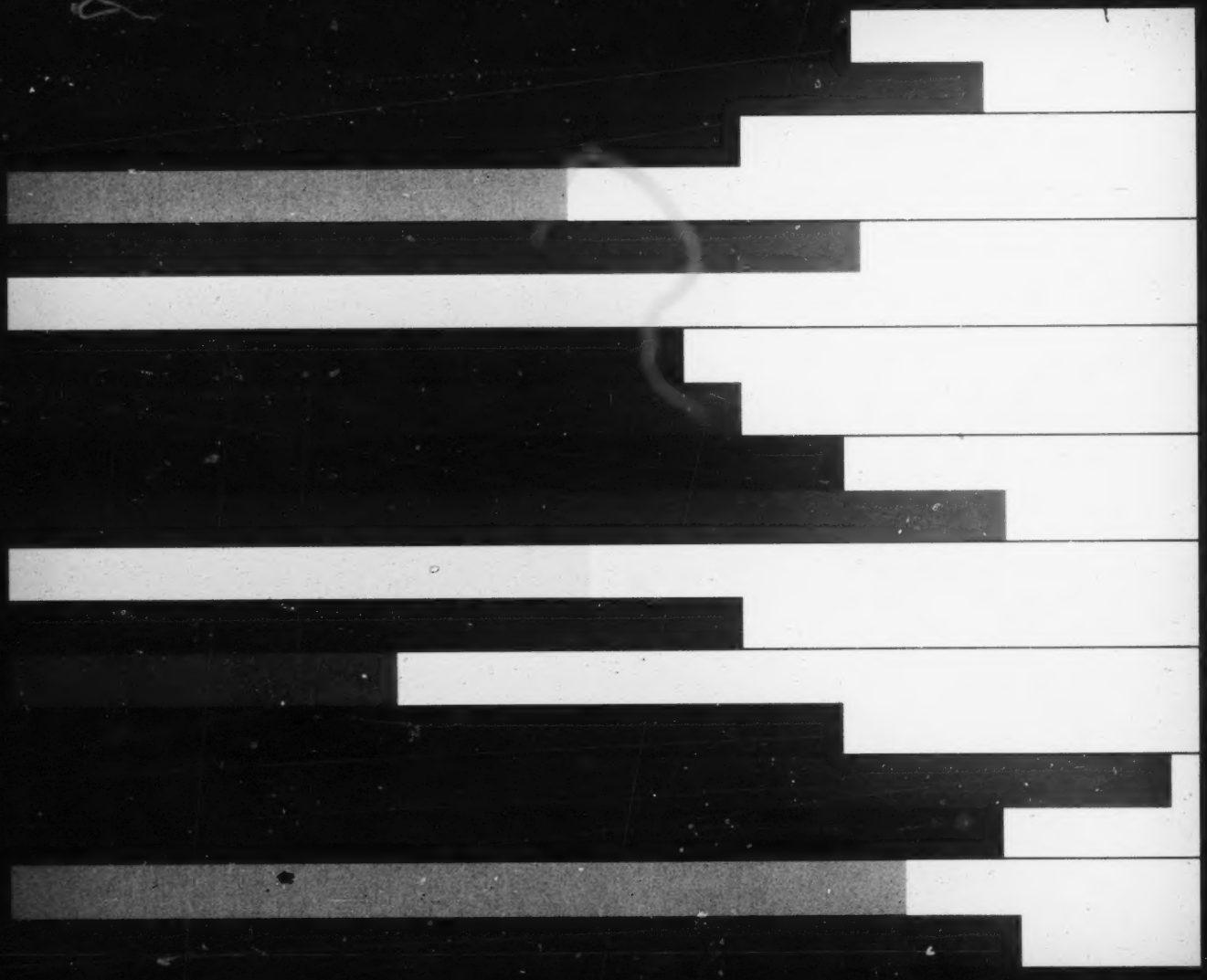
1992-93 *Private*

National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities



College and University Personnel Association

1992-93 National Faculty Salary Survey by Discipline and Rank

in Private Colleges and Universities

College and University Personnel Association
Washington, D.C.

In Conjunction With

Appalachian State University
Boone, North Carolina

The College and University Personnel Association (CUPA) is an international network of nearly 6,000 human resource administrators representing more than 1,600 colleges and universities. Through regular and special publications and studies, CUPA works to keep its members informed of the latest legal, legislative, and regulatory developments affecting human resource administration, as well as trends and innovative policies and practices in the field. Services include a semimonthly newsletter, a journal, an annual convention, regional meetings, and seminars on timely topics of special interest to human resource professionals. CUPA is an AA/EEO employer. For further information, contact, CUPA, 1233 Twentieth St., N.W., Suite 301, Washington, D.C. 20036, (202) 429-0311.

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ACKNOWLEDGEMENTS

This *CUPA 1992-93 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities* has been a collegial undertaking in the best sense of the term. The College and University Personnel Association (CUPA) with headquarters in Washington, D.C., cooperated with Appalachian State University in Boone, North Carolina to produce this survey report.

Special thanks go to CUPA Executive Director Dr. Richard C. Creal, Mason E. Riley, Director of Finance and Administration, and Susan E. Cipollini, Membership and Research Services Supervisor, and to the CUPA Executive Committee for their continued support of this annual national survey. Appreciation is also sincerely expressed to all members of the CUPA Survey Advisory Committee over the past few years for their enthusiasm and insights.

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Ruby Dunn, Office Administrator of CUPA National Faculty Salary Surveys
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Finally, very special thanks go to those 487 private college and university presidents and chancellors whose institutions participated in this survey.

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EXECUTIVE SUMMARY

For the eleventh consecutive year (1982-83 through 1992-93) the College and University Personnel Association (CUPA) in Washington, D.C., in conjunction with Appalachian State University, in Boone, North Carolina have researched and produced an annual survey of faculty salaries by discipline and rank in the nation's private colleges and universities. This current survey, the *CUPA 1992-93 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities*, involved 487 private colleges and universities.

A "broad brush" comparison of increases in annual overall salary averages for all participating institutions over the last seven years (beginning with a comparison of the "base year" of 1985-86) are listed below. Please note that although a majority of the participating colleges and universities are the same in each of the years, there is a significant minority of colleges and universities which are different.

Survey Year:	"Base Year" 1985-86	1986-87	1987-88	1988-89	1989-90	1990-91	1991-92	1992-93
Number of Institutions:	440	478	475	470	460	494	517	487
Number of Faculty:	38,890	46,597	45,544	45,698	43,533	47,264	47,629	46,162
Average Salary for All Ranks:	$29,768	$31,849	$34,444	$35,874	$36,818	$39,683	$41,349	$42,786
Percentage Increase of Salary Annually:	0.00%	6.99%	8.15%	4.15%	2.63%	7.78%	4.20%	3.48%

Again this year, the DISCIPLINE/Major Field of ENGINEERING/Engineering leads the salary survey in overall average salaries ($58,862) with a SALARY FACTOR of 1.38 or 38 percent above the average (1.00) of all 55 DISCIPLINES/Major Fields. The "top five" for 1992-93 are as follows:

1. ENGINEERING/Engineering ..... 1.38 - $58,862
2. BUSINESS MANAGEMENT AND ADMINISTRATION/ Business Marketing and Marketing Management ..... 1.26 - $53,720
3. BUSINESS MANAGEMENT AND ADMINISTRATION/ Enterprise Management and Operation ..... 1.22 - $52,225
4. BUSINESS MANAGEMENT AND ADMINISTRATION/ Business Management and Administrative Services ..... 1.21 - $51,621
5. PHYSICAL SCIENCES/Geology ..... 1.18 - $50,591

Twenty-one (38%) of the 55 DISCIPLINES/Major Fields had average salaries above the 1.00 overall average. Also for the first time this year over half (53%) of the DISCIPLINES/Major Fields had at least one faculty member's salary of $100,000 or more for the 9-10 month academic year. The highest salary was a professor earning $153,700 in BUSINESS MANAGEMENT AND ADMINISTRATION/Business Management and Administrative Services.

Although the average FAC MIX PCT (Faculty Mix Percentage) of professors in the survey was 0.32 or 32 percent, eight DISCIPLINES/Major Fields had over 40 percent of their faculty at the professor rank. Those with the highest percentages at the professor rank are as follows:

1. PHYSICAL SCIENCES/Geology 51%
2. PHYSICAL SCIENCES/Physics, General 50%
3. PHYSICAL SCIENCES/Chemistry 49%
4. ENGINEERING/Engineering 44%
5. LIFE SCIENCES/Biological Sciences 43%
6. SOCIAL SCIENCES/History, General 43%

Those with the lowest percentages at the professor rank are as follows:

1. HEALTH PROFESSIONS AND RELATED/Physical Therapy 6%
2. HEALTH PROFESSIONS AND RELATED/Occupational Therapy 7%
3. HEALTH PROFESSIONS AND RELATED/Nursing 9%
4. LIBRARY AND ARCHIVAL SCIENCES/Library Sciences 9%

The average percentage of NEW ASST PROFs (New Assistant Professors) in the survey is .04 or 4 percent. Those DISCIPLINES/Major Fields with the highest percentages of NEW ASST PROFs are as follows:

1. HEALTH PROFESSIONS AND RELATED/Occupational Therapy 9%
2. EDUCATION/Special Education, General 7%
3. HEALTH PROFESSIONS AND RELATED/Physical Therapy 7%
4. EDUCATION/Teacher Education 7%

Those with the lowest percentages of NEW ASST PROFs are as follows:

1. BUSINESS MANAGEMENT AND ADMINISTRATION/ Administrative Assistant-Secretarial Science 2%
2. BUSINESS MANAGEMENT AND ADMINISTRATION/ Business-Managerial Economics 2%
3. EDUCATION/Counselor Education 2%
4. ENGINEERING TECHNOLOGIES/Engineering Technologies 2%
5. HEALTH PROFESSIONS AND RELATED/Public Health 2%

Obviously, numerous analyses of the data may be made from the survey. To address individual institutional data needs, "Special Studies" (computer printouts) of data from10 or more institutions can be made available from the data base and may be requested from CUPA for a nominal fee. These studies consist of salary comparisons between either an institution and 10 or more other institutions or salary comparisons of institutions with similar sets of characteristics (enrollment, faculty, administrative staff, geographical location and/or budget). CONFIDENTIALITY OF DATA IS GUARANTEED—no institutional datum is released. *Please see the Special Study Order Form on page 47 of this survey report.*

Finally, a series of articles describing the changes in average salary within individual DISCIPLINES/Major Fields and specific ranks compared with the Consumer Price Index over time are written annually by Dr. Richard D. Howe, Director of the CUPA Faculty Salary Surveys (public and private), and are published in ERIC's *Resources in Education*. Each article consists of four-year, salary-trend data from the CUPA data base on a "rolling" basis for most of the applicable DISCIPLINES/Major Fields beginning in 1986 for the years 1982-83 through 1985-86, etc., using data from the same institutions for both study years.

INTRODUCTION

THE BACKGROUND

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on human resource issues.

In 1974, the CUPA Board of Directors proposed the development of a faculty compensation survey (page 2, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the Council developed a pilot faculty salary questionnaire along with rationale, instructions, and definitions. They sent the questionnaires to colleagues in 13 diverse CUPA colleges and universities for their review and comments. A review of the respondents' comments indicated that a model already in use by Oklahoma State University to gather similar data best met survey needs. The results of the review process were submitted by the Council to the CUPA Board of Directors for approval.

Once the Board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Later, during 1982-83, a similar survey, which included many more disciplines/program areas, was mounted for private colleges and universities with 299 institutions participating.

Subsequently, 355 private colleges and universities participated in 1983-84, 451 participated in 1984-85, 440 participated in 1985-86, 478 participated in 1986-87, 475 participated in 1987-88, 470 participated in 1988-89, 460 participated in 1989-90, 494 participated in 1990-91, 517 participated in 1991-92, and 487 participated this academic year, 1992-93.

This 1992-93 survey is a further step in the long-term plan to collect as complete information about faculty salaries as possible. Sustained collection of data on the same number of disciplines and institutions over a number of years eventually will establish a data base capable of extensive analyses of faculty salaries. Continuing this year, 1992-93, the survey is conducted every fall semester and includes most of the 50 two-digit program areas defined in *A Classification of Instructional Programs, 1990*, and many of the four-and six-digit areas. The results will be released at the beginning of each new year so that the most current data available can be effectively used by line administrators.

For the ninth straight year additional information was collected from participating colleges and universities which held collective bargaining contracts with their faculty. This is another example of a "special study" that can be requested by institutions for a nominal fee. Also, for the ninth straight year, the names of all participating institutions for the last ten years of the survey are listed in Appendix B. We encourage institutions to participate each year so we can provide them with relevant and timely trend data in addition to the special studies that may be requested.

The reader's comments, suggestions, and questions are appreciated at any time and should be directed to CUPA, or to Dr. Richard D. Howe at Appalachian State University (704) 262-2124.

THE NEED

Current data on faculty compensation are currently being collected each year by the National Center for Education Statistics. The data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. What are missing are data about salary at different ranks and within specific disciplines for different types of institutions. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this survey.

APPLICATIONS

This survey attempts to address these needs by collecting data on 55 disciplines of participating private colleges and universities in the U.S. and comparing the average, low and high salaries by faculty ranks across these disciplines. The disciplines selected for this survey are those that are most likely to be taught in the 487 private institutions which participated in the survey this year. Also collected are percentages of teaching faculty by rank in a given discipline.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities. In this marketplace, a faculty member needs to know what to request, based on the salaries of her or his peers. The administrator needs to know how much to pay for quality faculty without committing more than she or he can justify for the budget.

Detailed salary information is also useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty salary costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. Since this faculty salary survey collects institutional characteristics such as classification, support, geographical location, budget and FTE enrollment, faculty and staff, an institution can request special studies comparing itself with a group of peers—10 or more institutions—using these characteristics for selection. These special studies are available through CUPA. No individual institutional data will be released by CUPA. The special studies data are aggregate data of 10 or more institutions and with four or more data elements in each cell.

For the ninth straight year participating institutions may request, for a nominal fee, percentile rank (PR) studies which will provide them with both a percentile ranking for each discipline and for each rank in each discipline in comparison with 10 or more other participating institutions. Most importantly, we are able to provide a participating institution with the amount of additional funds it would take to increase its average salary by discipline and rank to a higher PR—e.g., from a 40 PR to a 50 PR. This application of percentile ranking has become an important and relevant aspect of our annual faculty salary survey and we encourage participating institutions to take advantage of this service.

Other institutions which have participated in at least one of the surveys may have their data compared with data in any configuration of 10 or more institutions. (Please understand that only cells with four or more data elements are used.) Institutions which have not participated in any of the surveys may still request salary data of 10 or more institutions which have participated in any one or more of the surveys.

To order a Special Study, please use the Order Form on page 47.

SURVEY RESULTS

METHODOLOGY

This *CUPA 1992-93 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities* collected and tabulated full-time salary data for faculty in 55 selected DISCIPLINES/Major Fields. These were chosen from among the academic areas defined by *A Classification of Instructional Programs 1990, (CIP).* Please see APPENDIX A for the list of DISCIPLINES/Major Fields used. The faculty salaries of 46,162 faculty members are found in APPENDIX A—The Data Tables. The list of 487 private institutions which participated in the annual survey is found in APPENDIX B. Also listed in APPENDIX B are all of the private colleges and universities which have participated in the annual survey from 1983-84 through 1992-93.

ANALYSIS OF DATA

To organize the data and permit comparisons between disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined below.

NOTE: Users of this survey may find the category "New Assistant Professor" especially useful in making new hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

SALARY—based on a nine- or 10-month academic year salary of full-time faculty only. Does not include any faculty members teaching less than 51 percent of time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.

AVERAGE SALARY—based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

HIGH SALARY—the highest salary for any full-time individual of the defined group for which the information is reported.

LOW SALARY—the lowest salary for any full-time individual of the defined group for which the information is reported.

FAC MIX PCT—the percentage of faculty in a given DISCIPLINE/Major Field who hold a given academic rank. For example, a FAC MIX PCT factor of .39 for associate professor in the discipline/major of Area and Ethnic Studies (page 12) means that 39 percent of the faculty in that DISCIPLINE/Major Field hold the rank of associate professor.

SALARY FACTOR—for a given rank of a given DISCIPLINE/Major Field, the ratio of the average salary to the total average salary of all institutions. For example, a SALARY FACTOR of 1.24 for assistant professors of accounting (page 24) is 24 percent higher than the average salary of all accounting professors of all institutions which participated in the survey.

RANK—the data are arrayed among the following academic ranks: Professor, Associate Professor, Assistant Professor, New Assistant Professor, and Instructor. The rank of "Lecturer" is not included in the survey.

NUM—the number of faculty members whose salaries were included to compute the average salary.

N/IS—the number of institutions which have reported salary data for a given academic rank and a given DISCIPLINE/Major Field.

PARTICIPATING INSTITUTIONS—the number of institutions responding to the survey questionnaire.

NEW ASST PROF—the grouping of assistant professors who were hired for the first time in the Fall of 1992. All data for this group were included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

Examples of Analyses

Although no overall analysis has been undertaken in this report, it is important to illustrate the types of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: BUSINESS/MANAGERIAL ECONOMICS (page 23) AND COMMUNICATIONS (page 10):

1. *Size of the Sample.* The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty and the number of institutions were much lower for BUSINESS/MANAGERIAL ECONOMICS (BE) as compared with COMMUNICATIONS (C):

	NUM	N/IS
BE	568	123
C	1253	266

2. *Average Salary.* The average salary for every rank in BUSINESS/MANAGERIAL ECONOMICS was higher than in COMMUNICATIONS:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	56273	46913	41640	39194	33295	47183
C	48406	40470	32067	30096	26953	37218

3. *High and Low Salaries.* In BUSINESS/MANAGERIAL ECONOMICS the "high salary" is higher than in COMMUNICATIONS in every rank except Instructor, and the "low salaries" are also higher in BUSINESS/MANAGERIAL ECONOMICS.

High Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	101750	71731	65000	59500	45432	101750
C	80560	67000	49363	42000	50641	80560

Low Salary:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	21800	26765	24514	31325	18620	18620
C	18810	20274	18000	20000	13920	13920

4. *Faculty Mix Percentage* (FAC MIX PCT). The percentages of faculty in each rank are dissimilar. For example, in BUSINESS/MANAGERIAL ECONOMICS, 27 percent of the faculty hold the rank of PROFESSOR compared with COMMUNICATIONS where 19 percent of the faculty hold the rank of PROFESSOR. This clearly indicates that BUSINESS/MANAGERIAL ECONOMICS is an "older" discipline whereas COMMUNICATIONS is a relatively "newer" discipline. The comparisons for all ranks between the two major fields are as follows (note that the NEW ASST PROF percentage is included in ASST PROF and each percentage has been rounded up):

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	.27	.38	.30	.02	.05	1.00
C	.19	.30	.40	.06	.10	1.00

It is interesting to note how the faculty mix percentage differs among a relatively "newer" major field like NURSING (N) and an "older" field like PHILOSOPHY AND RELIGION (PR), and also how these differences compare with the overall average of ALL MAJOR FIELDS (AMF) in the study. The comparison for the major fields of NURSING (N), PHILOSOPHY AND RELIGION (PR), and for the overall study average of ALL MAJOR FIELDS (AMF) are noted below:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
N	.09	.26	.48	.05	.16	1.00
PR	.41	.28	.28	.04	.03	1.00
AMF	.32	.30	.32	.04	.06	1.00

5. *Salary Factor.* This variable permits comparisons between the average salary of faculty in a given rank of a given discipline and the average salary of all faculty members in that rank in all the disciplines of all reporting institutions. A constant number, 1.00 (100 percent), represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, that in BUSINESS/MANAGERIAL ECONOMICS the average salary of PROFESSOR is four percent above the average salary of all PROFESSORS from all reporting institutions, and is 14 percent above the average salary of PROFESSORS in COMMUNICATIONS. The salary factors also show that for every rank the salary factor (average salary) for BUSINESS/MANAGERIAL ECONOMICS faculty is higher than the average salary for COMMUNICATIONS FACULTY:

	PROFESSOR	ASSOC PROF	ASST PROF	NEW ASST PROF	INSTRUCTOR	ALL RANKS
BE	1.04	1.11	1.20	1.19	1.15	1.10
C	.90	.96	.92	.92	.93	.87

APPENDIX A

LIST OF SELECTED DISCIPLINES
and
MAJOR FIELDS
and
THE DATA TABLES

FACULTY SALARY SURVEY

DISCIPLINE: AGRIBUSINESS & AGRI PRODUCTION
MAJOR FIELD: Agricultural Business and Production 010000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	50274	4	4	36892	7	5	35774	9	6	40500	1	1	29989	5	1	37250	25	7
HIGH SALARY	75439			40260			52888			40500			45000			75439		
LOW SALARY	40140			29220			21590			40500			16850			16850		
FAC MIX PCT	0.16			0.28			0.36			0.04			0.20			1.00		
SALARY FACTOR	0.93			0.88			1.03			1.23			1.03			0.87		

DISCIPLINE: ARCHITECTURE & ENVIR. DESIGN
MAJOR FIELD: Architecture and Related Programs 040000

AVERAGE SALARY	57403	71	10	44350	43	14	37079	63	14	31000	7	6	43419	16	3	46701	193	16
HIGH SALARY	91900			60850			53300			35000			47109			91900		
LOW SALARY	33608			24945			22000			22000			19570			19570		
FAC MIX PCT	0.37			0.22			0.33			0.04			0.08			1.00		
SALARY FACTOR	1.07			1.05			1.07			0.94			1.50			1.09		

DISCIPLINE: AREA & ETHNIC STUDIES
MAJOR FIELD: Area, Ethnic, and Cultural Studies 050000

AVERAGE SALARY	54376	31	16	44317	33	18	37500	19	10				37200	1	1	46402	84	28
HIGH SALARY	92600			63500			55601						37200			92600		
LOW SALARY	25900			31810			28305						37200			25900		
FAC MIX PCT	0.37			0.39			0.23						0.01			1.00		
SALARY FACTOR	1.01			1.05			1.08						1.28			1.08		

DISCIPLINE: COMMUNICATIONS
MAJOR FIELD: Communications 090000

AVERAGE SALARY	48406	240	119	40470	380	160	32067	504	192	30096	70	55	26953	129	78	37218	1253	266
HIGH SALARY	80560			67000			49363			42000			50641			80560		
LOW SALARY	18810			20274			18000			20000			13920			13920		
FAC MIX PCT	0.19			0.30			0.40			0.06			0.10			1.00		
SALARY FACTOR	0.90			0.96			0.92			0.92			0.93			0.87		

FACULTY SALARY SURVEY

DISCIPLINE: COMMUNICATION TECHNOLOGIES
MAJOR FIELD: Educational/Instructional Media Tech./Technician 100101

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	51271	23	14	41065	37	17	34226	62	25	30854	8	7	25187	9	7	38529	131	37
HIGH SALARY	79717			52150			44500			40000			31080			79717		
LOW SALARY	18810			26000			20319			25000			20713			18810		
FAC MIX PCT	0.18			0.28			0.47			0.06			0.07			1.00		
SALARY FACTOR	0.95			0.98			0.98			0.94			0.87			0.90		

DISCIPLINE: COMPUTER & INFORMATION SCIENCE
MAJOR FIELD: Computer and Information Sciences 110000

AVERAGE SALARY	57074	197	108	45140	390	190	38438	389	212	36799	33	32	32687	103	62	43714	1079	294
HIGH SALARY	108750			76400			64100			60000			48000			108750		
LOW SALARY	11760			23038			20000			25000			15000			11760		
FAC MIX PCT	0.18			0.36			0.36			0.03			0.10			1.00		
SALARY FACTOR	1.06			1.07			1.11			1.12			1.13			1.02		

DISCIPLINE: EDUCATION
MAJOR FIELD: Education 130000

AVERAGE SALARY	48226	536	220	38913	579	232	32337	804	266	30822	117	87	25781	122	85	37983	2041	329
HIGH SALARY	94410			75684			52873			52000			39381			94410		
LOW SALARY	11760			14730			10500			21262			15000			10500		
FAC MIX PCT	0.26			0.28			0.39			0.06			0.06			1.00		
SALARY FACTOR	0.90			0.92			0.93			0.94			0.89			0.89		

DISCIPLINE: EDUCATION
MAJOR FIELD: Curriculum and Instruction 130301

AVERAGE SALARY	57600	41	13	43558	42	15	35871	37	13	33523	6	4	27143	6	4	45088	126	20
HIGH SALARY	80000			60601			48095			37758			35726			80000		
LOW SALARY	44025			28118			23000			23000			23400			23000		
FAC MIX PCT	0.33			0.33			0.29			0.05			0.05			1.00		
SALARY FACTOR	1.07			1.04			1.03			1.02			0.94			1.05		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: Education Administration and Supervision, General 130401

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	47718	36	16	41002	40	18	34615	33	18	31887	7	6	37340	3	3	41180	112	31
HIGH SALARY	83188			58543			52992			46000			54679			83188		
LOW SALARY	35403			32000			19104			23211			28350			19104		
FAC MIX PCT	0.32			0.36			0.29			0.06			0.03			1.00		
SALARY FACTOR	0.89			0.97			1.00			0.97			1.29			0.96		

DISCIPLINE: EDUCATION
MAJOR FIELD: Special Education, General 131001

AVERAGE SALARY	46858	40	23	42424	41	26	32857	40	30	33488	9	8	24393	5	5	40079	126	52
HIGH SALARY	74588			61040			42848			42000			27500			74588		
LOW SALARY	27270			30040			25070			28500			18148			18148		
FAC MIX PCT	0.32			0.33			0.32			0.07			0.04			1.00		
SALARY FACTOR	0.87			1.01			0.94			1.02			0.84			0.94		

DISCIPLINE: EDUCATION
MAJOR FIELD: Counselor Education Counseling and Guidance Servic 131101

AVERAGE SALARY	53520	33	17	40386	40	18	35191	34	22	36750	2	2	35000	1	1	42714	108	30
HIGH SALARY	77117			53867			56862			41000			35000			77117		
LOW SALARY	34259			31500			27189			32500			35000			27189		
FAC MIX PCT	0.31			0.37			0.31			0.02			0.01			1.00		
SALARY FACTOR	0.99			0.96			1.01			1.12			1.21			1.00		

DISCIPLINE: EDUCATION
MAJOR FIELD: Teacher Education 131300

AVERAGE SALARY	43663	99	53	36840	154	73	31366	180	77	30521	33	25	27165	39	25	35384	472	102
HIGH SALARY	75300			60180			50470			38104			45432			75300		
LOW SALARY	22869			21928			18394			25000			18148			18148		
FAC MIX PCT	0.21			0.33			0.38			0.07			0.08			1.00		
SALARY FACTOR	0.81			0.88			0.90			0.93			0.94			0.83		

FACULTY SALARY SURVEY

DISCIPLINE: EDUCATION
MAJOR FIELD: Reading Teacher Education — 131315

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	55738	9	7	38226	16	13	32956	13	11	30500	2	2	25956	5	5	38871	43	29
HIGH SALARY	67697			51131			43658			39000			33375			67697		
LOW SALARY	41000			25850			22000			22000			15750			15750		
FAC MIX PCT	0.21			0.37			0.30			0.05			0.12			1.00		
SALARY FACTOR	1.03			0.91			0.95			0.93			0.89			0.91		

DISCIPLINE: ENGINEERING
MAJOR FIELD: Engineering — 140000

AVERAGE SALARY	70223	815	56	53285	576	55	45944	443	56	43873	51	25	37348	15	10	58862	1849	63
HIGH SALARY	128000			77300			63000			63000			59700			128000		
LOW SALARY	25250			27110			22000			30000			22612			22000		
FAC MIX PCT	0.44			0.31			0.24			0.03			0.01			1.00		
SALARY FACTOR	1.30			1.27			1.32			1.33			1.29			1.38		

DISCIPLINE: ENGINEERING TECHNOLOGIES
MAJOR FIELD: Engineering-Related Technologies — 150000

AVERAGE SALARY	54409	31	8	42529	42	13	37702	30	13	42500	3	2	40247	20	10	43974	123	19
HIGH SALARY	74308			59800			47630			46000			47109			74308		
LOW SALARY	38000			25880			31480			40000			21290			21290		
FAC MIX PCT	0.25			0.34			0.24			0.02			0.16			1.00		
SALARY FACTOR	1.01			1.01			1.08			1.29			1.39			1.03		

DISCIPLINE: FOREIGN LANGUAGES
MAJOR FIELD: Foreign Languages and Literatures — 160000

AVERAGE SALARY	51870	609	231	41248	691	238	33214	771	262	30897	105	77	27294	222	116	40016	2293	357
HIGH SALARY	130000			66577			57778			40000			49407			130000		
LOW SALARY	26900			22564			15600			20000			10720			10720		
FAC MIX PCT	0.27			0.30			0.34			0.05			0.10			1.00		
SALARY FACTOR	0.96			0.98			0.96			0.94			0.94			0.94		

FACULTY SALARY SURVEY

DISCIPLINE: HOME ECONOMICS, GENERAL
MAJOR FIELD: Home Economics 190000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	39136	17	13	36391	46	29	32214	69	34	34419	7	4	26725	6	5	34220	138	43
HIGH SALARY	60334			49100			42629			37500			31870			60334		
LOW SALARY	27984			26900			13046			27732			21298			13046		
FAC MIX PCT	0.12			0.33			0.50			0.05			0.04			1.00		
SALARY FACTOR	0.73			0.86			0.93			1.05			0.92			0.80		

DISCIPLINE: LETTERS
MAJOR FIELD: English Language and Literature/Letters 230000

AVERAGE SALARY	50273	1281	369	38995	996	356	31616	1135	361	29769	141	108	26880	252	130	39818	3664	428
HIGH SALARY	132365			69241			52931			40000			52400			132365		
LOW SALARY	18810			18050			15600			18000			15000			15000		
FAC MIX PCT	0.35			0.27			0.31			0.04			0.07			1.00		
SALARY FACTOR	0.93			0.93			0.91			0.91			0.93			0.93		

DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES
MAJOR FIELD: Library Science 250000

AVERAGE SALARY	54508	17	14	39687	69	31	30694	87	38	26627	7	5	25481	25	19	35214	198	43
HIGH SALARY	114182			62893			54704			35000			34864			114182		
LOW SALARY	36573			21060			19260			21375			13520			13520		
FAC MIX PCT	0.09			0.35			0.44			0.04			0.13			1.00		
SALARY FACTOR	1.01			0.94			0.88			0.81			0.88			0.82		

DISCIPLINE: LIFE SCIENCES
MAJOR FIELD: Biological Sciences/Life Sciences 260000

AVERAGE SALARY	51573	954	329	40342	644	302	33103	567	288	31190	90	76	27193	62	45	42944	2227	409
HIGH SALARY	116970			70500			51069			45000			47109			116970		
LOW SALARY	16050			21820			17352			20400			15000			15000		
FAC MIX PCT	0.43			0.29			0.25			0.04			0.03			1.00		
SALARY FACTOR	0.96			0.96			0.95			0.95			0.94			1.00		

FACULTY SALARY SURVEY

DISCIPLINE: MATHEMATICS
MAJOR FIELD: Mathematics

270000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	54895	814	279	41869	770	302	34728	755	329	32654	98	84	27184	190	117	42826	2529	419
HIGH SALARY	105300			87400			63317			47500			47109			105300		
LOW SALARY	16050			21824			19193			21630			14475			14475		
FAC MIX PCT	0.32			0.30			0.30			0.04			0.08			1.00		
SALARY FACTOR	1.02			0.99			1.00			0.99			0.94			1.00		

DISCIPLINE: MULTI/INTERDISCIPLINARY STUDY
MAJOR FIELD: Multi/Interdisciplinary Studies

300000

AVERAGE SALARY	52388	62	23	38499	41	21	31668	50	18	34062	5	3	31653	17	8	40870	170	43
HIGH SALARY	115680			55950			50913			37500			51058			115680		
LOW SALARY	34741			24341			18850			27810			20300			18850		
FAC MIX PCT	0.36			0.24			0.29			0.03			0.10			1.00		
SALARY FACTOR	0.97			0.91			0.91			1.04			1.09			0.96		

DISCIPLINE: LEISURE STUDIES
MAJOR FIELD: Parks, Recreation, Leisure, & Fitness Studies

310000

AVERAGE SALARY	43735	96	58	38087	146	80	30131	164	83	28024	22	19	26146	84	45	34484	490	120
HIGH SALARY	78130			62100			45584			40000			35145			78130		
LOW SALARY	26329			19630			11155			19500			16430			11155		
FAC MIX PCT	0.20			0.30			0.33			0.04			0.17			1.00		
SALARY FACTOR	0.81			0.91			0.87			0.85			0.90			0.81		

DISCIPLINE: PHILOSOPHY AND RELIGION
MAJOR FIELD: Philosophy and Religion

380000

AVERAGE SALARY	49837	863	312	39542	596	246	31923	588	268	29663	86	72	27473	65	56	41256	2112	385
HIGH SALARY	115785			66500			52200			39700			65540			115785		
LOW SALARY	20634			10000			16000			16000			16000			10000		
FAC MIX PCT	0.41			0.28			0.28			0.04			0.03			1.00		
SALARY FACTOR	0.92			0.94			0.92			0.90			0.95			0.96		

FACULTY SALARY SURVEY

DISCIPLINE: THEOLOGY
MAJOR FIELD: Theological Studies and Religious Vocations 390000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	44192	479	112	37855	344	108	31079	326	110	30768	45	34	26997	49	26	38101	1198	144
HIGH SALARY	80809			63415			43700			40560			41525			80809		
LOW SALARY	9200			14963			18597			21200			11813			9200		
FAC MIX PCT	0.40			0.29			0.27			0.04			0.04			1.00		
SALARY FACTOR	0.82			0.90			0.89			0.94			0.93			0.89		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Physical Sciences 400000

AVERAGE SALARY	53674	91	27	37932	47	24	34812	70	25	35477	7	4	27167	7	7	43228	215	48
HIGH SALARY	110000			58000			58564			47842			41270			110000		
LOW SALARY	31596			24845			22390			27000			22000			22000		
FAC MIX PCT	0.42			0.22			0.33			0.03			0.03			1.00		
SALARY FACTOR	1.00			0.90			1.00			1.08			0.94			1.01		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Chemistry, General 400501

AVERAGE SALARY	53755	777	294	40267	398	219	33780	399	241	32551	79	71	30666	27	22	45034	1601	374
HIGH SALARY	113950			68713			51050			47842			47109			113950		
LOW SALARY	25008			21430			20295			21820			15000			15000		
FAC MIX PCT	0.49			0.25			0.25			0.05			0.02			1.00		
SALARY FACTOR	1.00			0.96			0.97			0.99			1.06			1.05		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Geology 400601

AVERAGE SALARY	60403	151	56	44994	78	44	35540	62	48	34729	10	9	31992	6	6	50591	297	80
HIGH SALARY	100000			61450			49250			40000			38400			100000		
LOW SALARY	30900			29645			25315			28500			28150			25315		
FAC MIX PCT	0.51			0.26			0.21			0.03			0.02			1.00		
SALARY FACTOR	1.12			1.07			1.02			1.06			1.10			1.18		

FACULTY SALARY SURVEY

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Physics, General

400801

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	59865	569	200	43542	302	167	36324	253	154	33703	32	29	29470	19	19	49836	1143	286
HIGH SALARY	121675			72150			74200			46500			47109			121675		
LOW SALARY	26900			25000			19380			24000			20850			19380		
FAC MIX PCT	0.50			0.26			0.22			0.03			0.02			1.00		
SALARY FACTOR	1.11			1.03			1.04			1.03			1.02			1.16		

DISCIPLINE: PSYCHOLOGY
MAJOR FIELD: Psychology

420000

AVERAGE SALARY	52426	814	307	40276	678	289	33105	612	293	31538	61	53	30339	44	36	42633	2148	411
HIGH SALARY	127330			81026			58105			41000			58553			127330		
LOW SALARY	25187			22563			17500			25000			15000			15000		
FAC MIX PCT	0.38			0.32			0.28			0.03			0.02			1.00		
SALARY FACTOR	0.97			0.96			0.95			0.96			1.05			1.00		

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: Protective Services

430000

AVERAGE SALARY	52379	26	12	37506	22	18	32752	34	23	29125	4	4	30182	8	5	39355	90	36
HIGH SALARY	82700			45983			53250			33000			47109			82700		
LOW SALARY	33191			28978			22700			23500			14000			14000		
FAC MIX PCT	0.29			0.24			0.38			0.04			0.09			1.00		
SALARY FACTOR	0.97			0.89			0.94			0.89			1.04			0.92		

DISCIPLINE: PUBLIC AFFAIRS
MAJOR FIELD: Social Work

440701

AVERAGE SALARY	48037	82	32	39246	165	77	33300	163	81	32927	27	16	25150	20	15	38013	430	113
HIGH SALARY	69892			62547			53265			42400			30161			69892		
LOW SALARY	30606			23763			24380			25000			15300			15300		
FAC MIX PCT	0.19			0.38			0.38			0.06			0.05			1.00		
SALARY FACTOR	0.89			0.93			0.96			1.00			0.87			0.89		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Social Sciences, General 450101

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	52308	175	46	38437	138	57	32127	143	46	29913	21	15	25807	17	13	41207	473	78
HIGH SALARY	153000			55000			51000			38000			44994			153000		
LOW SALARY	27000			20800			16090			22000			19477			16090		
FAC MIX PCT	0.37			0.29			0.30			0.04			0.04			1.00		
SALARY FACTOR	0.97			0.91			0.92			0.91			0.89			0.96		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Anthropology 450201

AVERAGE SALARY	56247	106	59	43136	105	55	34598	71	48	32190	12	11	31093	6	5	45606	288	100
HIGH SALARY	95000			65270			42975			41000			46612			95000		
LOW SALARY	27298			23038			25000			25000			23000			23000		
FAC MIX PCT	0.37			0.36			0.25			0.04			0.02			1.00		
SALARY FACTOR	1.04			1.03			0.99			0.98			1.07			1.07		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Economics, General 450601

AVERAGE SALARY	64529	312	122	45760	354	148	40612	313	135	37309	35	29	35514	28	25	49690	1007	208
HIGH SALARY	153000			70457			58000			52500			58000			153000		
LOW SALARY	27150			25400			21020			24000			24000			21020		
FAC MIX PCT	0.31			0.35			0.31			0.03			0.03			1.00		
SALARY FACTOR	1.20			1.09			1.17			1.14			1.22			1.16		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Geography 450701

AVERAGE SALARY	54006	28	19	41211	18	13	33833	33	17	33250	4	3	28225	4	4	41968	83	30
HIGH SALARY	96097			57450			45000			35000			32000			96097		
LOW SALARY	36504			31700			25252			31000			26800			25252		
FAC MIX PCT	0.34			0.22			0.40			0.05			0.05			1.00		
SALARY FACTOR	1.00			0.98			0.97			1.01			0.97			0.98		

FACULTY SALARY SURVEY

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: History, General 450801

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS
AVERAGE SALARY	52137	770 308	41086	507 234	32639	462 242	31111	71 60	30546	56 39	43323	1795 384
HIGH SALARY	110500		82332		58300		41000		47109		110500	
LOW SALARY	26293		16834		15600		24000		15000		15000	
FAC MIX PCT	0.43		0.28		0.26		0.04		0.03		1.00	
SALARY FACTOR	0.97		0.98		0.94		0.95		1.05		1.01	

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Political Science, General 451001

AVERAGE SALARY	55739	518 219	41822	392 196	34185	386 179	32082	52 40	30989	49 34	44595	1345 293
HIGH SALARY	111860		72800		50480		50000		47109		111860	
LOW SALARY	25909		24960		24000		24000		21171		21171	
FAC MIX PCT	0.39		0.29		0.29		0.04		0.04		1.00	
SALARY FACTOR	1.03		0.99		0.98		0.98		1.07		1.04	

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: Sociology 451101

AVERAGE SALARY	51350	371 200	40734	401 217	32981	310 190	31768	44 42	29331	27 24	41840	1109 329
HIGH SALARY	111280		63000		54691		38950		47109		111280	
LOW SALARY	17000		18703		22900		27000		21840		17000	
FAC MIX PCT	0.33		0.36		0.28		0.04		0.02		1.00	
SALARY FACTOR	0.95		0.97		0.95		0.97		1.01		0.98	

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: Visual and Performing Arts 500000

AVERAGE SALARY	49265	93 42	38426	134 57	30952	132 59	30176	15 9	27358	20 16	37898	379 85
HIGH SALARY	100000		61556		44110		38500		42050		100000	
LOW SALARY	25909		23500		18000		20266		11896		11896	
FAC MIX PCT	0.25		0.35		0.35		0.04		0.05		1.00	
SALARY FACTOR	0.91		0.91		0.89		0.92		0.94		0.89	

FACULTY SALARY SURVEY

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: Drama/Theater Arts, General — 500501

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	50191	160	95	38898	214	120	31068	232	141	29898	32	27	30025	45	33	38269	651	216
HIGH SALARY	80800			70521			48000			50000			47109			80800		
LOW SALARY	27189			23300			21450			22000			20000			20000		
FAC MIX PCT	0.25			0.33			0.36			0.05			0.07			1.00		
SALARY FACTOR	0.93			0.92			0.89			0.91			1.03			0.89		

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: Art, General — 500701

AVERAGE SALARY	47998	340	169	37761	364	196	31322	393	211	28952	49	44	27051	63	42	37998	1160	303
HIGH SALARY	116000			57650			44513			43000			45432			116000		
LOW SALARY	20030			21386			17400			22000			9640			9640		
FAC MIX PCT	0.29			0.31			0.34			0.04			0.05			1.00		
SALARY FACTOR	0.89			0.90			0.90			0.88			0.93			0.89		

DISCIPLINE: VISUAL & PERFORMING ARTS
MAJOR FIELD: Music, General — 500901

AVERAGE SALARY	46792	578	222	37617	537	222	31101	523	232	29982	62	44	26926	108	81	38041	1746	333
HIGH SALARY	100000			62575			54106			40000			45432			100000		
LOW SALARY	13750			22540			19444			22000			17010			13750		
FAC MIX PCT	0.33			0.31			0.30			0.04			0.06			1.00		
SALARY FACTOR	0.87			0.89			0.89			0.91			0.93			0.89		

DISCIPLINE: HEALTH PROFESSIONS & RELATED
MAJOR FIELD: Speech-Language Pathology and Audiology — 510204

AVERAGE SALARY	54807	26	16	39721	37	14	34962	32	17	37125	4	2	28096	11	8	40778	106	28
HIGH SALARY	86000			59360			40607			37500			42523			86000		
LOW SALARY	39797			27739			26554			36000			20500			20500		
FAC MIX PCT	0.25			0.35			0.30			0.04			0.10			1.00		
SALARY FACTOR	1.02			0.94			1.01			1.13			0.97			0.95		

FACULTY SALARY SURVEY

DISCIPLINE: HEALTH PROFESSIONS & RELATED
MAJOR FIELD: Nursing (R.N. Training) 511601

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	47023	145	82	37962	425	119	32395	773	143	31706	83	46	28043	262	77	34480	1605	154
HIGH SALARY	77301			56408			57500			57500			39200			77301		
LOW SALARY	30900			23770			17000			17000			16000			16000		
FAC MIX PCT	0.09			0.26			0.48			0.05			0.16			1.00		
SALARY FACTOR	0.87			0.90			0.93			0.96			0.97			0.81		

DISCIPLINE: HEALTH PROFESSIONS & RELATED
MAJOR FIELD: Public Health, General 512201

AVERAGE SALARY	65102	89	9	47659	85	11	37519	124	10	37626	7	4	30398	19	5	47555	317	16
HIGH SALARY	111000			71699			66666			50000			45000			111000		
LOW SALARY	35880			33448			24244			26500			22330			22330		
FAC MIX PCT	0.28			0.27			0.39			0.02			0.06			1.00		
SALARY FACTOR	1.21			1.13			1.08			1.14			1.05			1.11		

DISCIPLINE: HEALTH PROFESSIONS & RELATED
MAJOR FIELD: Occupational Therapy 512306

AVERAGE SALARY	52946	6	6	42045	22	9	36112	52	16	36531	10	8	34365	9	5	38537	89	16
HIGH SALARY	67600			61270			54000			45000			41500			67600		
LOW SALARY	42500			30028			22050			30000			25500			22050		
FAC MIX PCT	0.07			0.25			0.58			0.11			0.10			1.00		
SALARY FACTOR	0.98			1.00			1.04			1.11			1.18			0.90		

DISCIPLINE: HEALTH PROFESSIONS & RELATED
MAJOR FIELD: Physical Therapy 512308

AVERAGE SALARY	58471	9	5	48012	41	20	39702	67	21	37858	10	7	38349	28	13	42955	145	26
HIGH SALARY	90000			87707			63000			56000			54152			90000		
LOW SALARY	41667			32600			20418			29583			26145			20418		
FAC MIX PCT	0.06			0.28			0.46			0.07			0.19			1.00		
SALARY FACTOR	1.09			1.14			1.14			1.15			1.32			1.00		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS MANAGEMENT & ADMIN
MAJOR FIELD: Business Management & Administrative Services 520000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	66325	125	36	52003	169	44	44905	209	54	44235	16	11	36956	34	19	51621	537	68
HIGH SALARY	153700			98900			80575			60000			66000			153700		
LOW SALARY	29634			26746			21003			28000			20000			20000		
FAC MIX PCT	0.23			0.31			0.39			0.03			0.06			1.00		
SALARY FACTOR	1.23			1.24			1.29			1.35			1.27			1.21		

DISCIPLINE: BUSINESS MANAGEMENT & ADMIN
MAJOR FIELD: Business Administration and Management, General 520201

AVERAGE SALARY	62962	587	178	48434	836	250	41750	845	250	43922	74	52	30911	138	84	48626	2406	320
HIGH SALARY	147000			109000			81000			72111			64000			147000		
LOW SALARY	25000			24114			15600			24500			10296			10296		
FAC MIX PCT	0.24			0.35			0.35			0.03			0.06			1.00		
SALARY FACTOR	1.17			1.15			1.20			1.34			1.07			1.14		

DISCIPLINE: BUSINESS MANAGEMENT & ADMIN
MAJOR FIELD: Accounting 520301

AVERAGE SALARY	64477	192	106	50819	405	166	43068	424	204	42864	42	37	35022	88	52	48966	1109	268
HIGH SALARY	116275			89000			71600			68000			64000			116275		
LOW SALARY	32100			25000			20640			20640			20164			20164		
FAC MIX PCT	0.17			0.37			0.38			0.04			0.08			1.00		
SALARY FACTOR	1.20			1.21			1.24			1.30			1.21			1.14		

DISCIPLINE: BUSINESS MANAGEMENT & ADMIN
MAJOR FIELD: Administrative Assistant/Secretarial Science, Gene 520401

AVERAGE SALARY	42507	9	7	34222	13	11	27304	27	18	19444	1	1	26510	13	10	30795	62	34
HIGH SALARY	55000			43284			39564			19444			40254			55000		
LOW SALARY	30935			25440			15600			19444			12900			12900		
FAC MIX PCT	0.15			0.21			0.44			0.02			0.21			1.00		
SALARY FACTOR	0.79			0.81			0.79			0.59			0.91			0.72		

FACULTY SALARY SURVEY

DISCIPLINE: BUSINESS MANAGEMENT & ADMIN
MAJOR FIELD: Business/Managerial Economics 520601

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS	SALARY	NUM	N/IS
AVERAGE SALARY	56273	152	67	46913	218	90	41640	171	75	39194	12	11	33295	27	19	47183	568	123
HIGH SALARY	101750			71731			65000			59500			45432			101750		
LOW SALARY	21800			26785			24514			31325			18620			18620		
FAC MIX PCT	0.27			0.38			0.30			0.02			0.05			1.00		
SALARY FACTOR	1.04			1.11			1.20			1.19			1.15			1.10		

DISCIPLINE: BUSINESS MANAGEMENT & ADMIN
MAJOR FIELD: Enterprise Management and Operation, General 520701

AVERAGE SALARY	67428	15	7	50731	15	4	45906	17	8	53125	2	2	42407	10	4	52225	57	14
HIGH SALARY	114100			66079			61675			59000			61604			114100		
LOW SALARY	39700			36620			28872			47250			26578			26578		
FAC MIX PCT	0.26			0.26			0.30			0.04			0.18			1.00		
SALARY FACTOR	1.25			1.21			1.32			1.62			1.46			1.22		

DISCIPLINE: BUSINESS MANAGEMENT & ADMIN
MAJOR FIELD: Business Marketing and Marketing Management 521401

AVERAGE SALARY	69745	84	43	52603	151	67	49213	148	64	50078	15	13	38713	34	25	53720	417	100
HIGH SALARY	122780			78060			63405			60000			64742			122780		
LOW SALARY	40000			25000			20670			28672			21850			20670		
FAC MIX PCT	0.20			0.36			0.35			0.04			0.08			1.00		
SALARY FACTOR	1.29			1.25			1.42			1.52			1.33			1.26		

FACULTY SALARY SURVEY

DISCIPLINE: ALL DISCIPLINE AVERAGES
MAJOR FIELD: ALL MAJOR FIELDS

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS		
	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	SALARY	NUM N/IS	
AVERAGE SALARY	53881	14798	42081	14034	34773	14652	32870	1848	29024	2678	42786	46162	487
HIGH SALARY	153700		109000		81000		72111		66000		153700		
LOW SALARY	9200		10000		10500		16000		9640		9200		
FAC MIX PCT	0.32		0.30		0.32		0.04		0.06		1.00		
SALARY FACTOR	1.00		1.00		1.00		1.00		1.00		1.00		

APPENDIX B

LIST OF PARTICIPATING INSTITUTIONS

APPENDIX B

LIST OF PARTICIPATING INSTITUTIONS

	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
Abilene Christian University (TX)	*	*		*	*	*	*	*	*	*
Academy of the New Church (The) (PA)						*				
Adelphi University (NY)		**	**			**	**	**	**	**
Adrian College (MI)	*						**	**	**	**
Agnes Scott College (GA)		*	*		*	*	*	*	*	*
Alaska Pacific University (AK)					*	*	*		*	*
Albertson College of Idaho (ID)										*
ALBERTUS MAGNUS COLLEGE (CT)	*	*	*	*	*	*	*	*	*	*
Albion College (MI)	*			*	*	*	*	*		*
Albright College (PA)									*	*
Alderson-Broaddus College (WV)	*	*	*							
Alfred University (NY)	*	*	*	*		*	*	*	*	*
Allegheny College (PA)			*	*	*	*	*		*	
Allentown College of St. Francis de Sales (PA)		*	*	*	*	*	*	*	*	*
Alliance College (PA)			*	*						
ALMA COLLEGE (MI)	*	*	*	*	*	*	*	*	*	*
Alvernia College (PA)					*	*	*	*		*
Alverno College (WI)	*	*	*		*	*	*	*	*	*
Ambassador College (TX)										*
Amber University (TX)								*	*	*
American College, (PA)	*	*	*	*	*				*	*
American Graduate School of International Management (AZ)		*			*	*				
American Technological University (TX)		*	*	*	*	*				
American University, (DC)	*	*	*	*	*	*	*	*		*
Amherst College (MA)		*	*	*	*	*	*	*	*	*
Anderson University (IN)								*		*
Andover Newton Theological School (MA)		*	*	*	*	*		*	*	*
ANNA MARIA COLLEGE (MA)	*	*	*	*	*	*	*	*	*	*
Antillian College (PR)				*						
Antioch College (OH)							*			
Appalachian Bible College (WV)		*								
AQUINAS COLLEGE (MI)	*	*	*	*	*	*	*	*	*	*
Aquinas Institute of Theology (MO)			*	*	*					*
Arizona College of the Bible (AZ)										*

Those institutions listed in CAPITAL LETTERS have participated in each of the last 10 years of the survey.

** The "double star" symbol denotes those participating institutions which have collective bargaining contracts (CBCs) with their faculties. Even though many of the participating institutions may have had CBCs previously, this information was not annually requested until the 1984-85 survey, and, has been continued each year since.

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
ARKANSAS COLLEGE (AR)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Armstrong College (CA)							✲	✲		
Art Academy of Cincinnati (OH)		✲					✲			
Asbury College (KY)	✲	✲	✲	✲	✲	✲	✲		✲	✲
Asbury Theological Seminary (KY)									✲	✲
Ashland University (OH)				✲		✲	✲	✲	✲	✲
Assemblies of God Theological Seminary (MD)									✲	✲
Assumption College (MA)	✲		✲			✲	✲	✲	✲	✲
Atlanta University, The (GA)		✲								
Atlantic Christian College (NC)			✲	✲						
Augsburg College (MN)	✲	✲	✲	✲					✲	
Augustana College (IL)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Augustana College (SD)	✲									
Aurora University (IL)	✲	✲	✲	✲	✲		✲	✲	✲	✲
Austin College (TX)		✲		✲	✲			✲		
Austin Presbyterian Theological Seminary (TX)		✲		✲	✲	✲			✲	
Averett College (VA)	✲	✲	✲	✲	✲	✲		✲		✲
AVILA COLLEGE (MO)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
AZUSA PACIFIC UNIVERSITY (CA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Babson College (MA)	✲	✲	✲	✲	✲		✲	✲	✲	✲
Baker College (MI)								✲	✲	✲✲
Baker College of Muskegon (MI)								✲	✲	✲
Baker University (KS)		✲	✲							
Baldwin-Wallace College (OH)			✲	✲	✲	✲	✲	✲	✲	✲
Baltimore Hebrew University (MD)							✲			
Bangor Theological Seminary (ME)								✲		
Baptist Bible Institute (FL)			✲							
Baptist College of Charleston (SC)		✲					✲			
Barat College (IL)										✲
Barber Scotia College (NC)								✲		
Barclay College (KS)										✲
Bard College (NY)	✲	✲✲	✲✲	✲✲	✲✲		✲✲			
Barnard College (NY)	✲		✲	✲	✲	✲				✲
Barrington College (RI)	✲									
BARRY UNIVERSITY (FL)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Barton College (KS)				✲						
Bartlesville Wesleyan College (OK)			✲	✲						
Bastyr College (WA)										✲
Beaver College (PA)	✲	✲	✲	✲✲	✲		✲	✲	✲	✲
Belhaven College (MS)					✲					
Bellarmine College (KY)	✲		✲	✲	✲	✲	✲	✲	✲	✲
Bellevue College (NE)				✲	✲	✲	✲	✲		
Belmont Abbey College (NC)			✲	✲	✲	✲			✲	✲
Belmont University (TN)								✲	✲	✲
Beloit College (WI)	✲					✲✲			✲	
Benedict College (SC)	✲	✲						✲	✲	✲
Benedictine College (KS)	✲	✲		✲	✲	✲	✲	✲		✲
Bennett College (NC)	✲	✲	✲		✲		✲		✲	✲
Bennington College (VT)					✲				✲	
Bentley College (MA)	✲	✲			✲	✲	✲	✲	✲	✲
Berea College (KY)								✲	✲	
Berklee College of Music (MA)					✲✲		✲✲			

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
Berkshire Christian College (MA)		✲								
Berry College (GA)						✲	✲		✲	✲
Bethany College (KS)	✲	✲	✲					✲	✲✲	✲
Bethany College (WV)			✲	✲	✲	✲		✲	✲	✲
Bethany Nazarene College (OK)	✲	✲								
Bethany Theological Seminary (IL)		✲	✲	✲						
Bethel College (IN)	✲				✲		✲	✲	✲	✲
Bethel College (KS)	✲		✲			✲	✲			
Bethel College (MN)	✲			✲	✲	✲	✲	✲	✲	✲
Bethel College (TN)	✲								✲	
Bethel Theological Seminary (MN)					✲					
Bethune-Cookman College (FL)	✲	✲	✲	✲		✲	✲			
Biola University (CA)	✲	✲	✲	✲	✲	✲				✲
BIRMINGHAM-SOUTHERN COLLEGE (AL)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Bishop Clarkson College (NE)								✲	✲	
Bishop College (TX)	✲	✲	✲	✲						
Blackburn College (IL)	✲							✲	✲	✲
Blessing/Rieman College of Nursing (IL)							✲			
Bloomfield College (NJ)	✲		✲✲			✲✲		✲✲	✲✲	
Bluefield College (VA)					✲	✲	✲	✲	✲	✲
Bluffton College (OH)	✲	✲	✲							
Boise Bible College (ID)									✲	✲
Boricua College (NY)	✲								✲	
Boston College (MA)	✲	✲	✲	✲	✲			✲		
Boston Conservatory, The (MA)						✲				
Boston University (MA)	✲		✲	✲	✲	✲	✲	✲	✲	✲
Bowdoin College (ME)										✲
Bradford College (MA)					✲		✲	✲	✲	✲
BRADLEY UNIVERSITY (IL)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Brandeis University (MA)							✲		✲	✲
Brenau College (GA)							✲		✲	✲
Brescia College (KY)					✲		✲	✲	✲	✲
BRIAR CLIFF COLLEGE (AL)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
BRIDGEWATER COLLEGE (VA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Brigham Young University (UT)		✲		✲	✲	✲	✲	✲		
Bryan College (TN)			✲							
Bryant College (RI)	✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲			
Bryn Mawr College (PA)	✲	✲	✲	✲	✲		✲	✲	✲	✲
BUCKNELL UNIVERSITY (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Buena Vista College (IA)		✲					✲	✲		
Butler University (IN)	✲	✲	✲	✲	✲	✲	✲	✲	✲	
Cabrini College (PA)			✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	
Caldwell College (NJ)							✲	✲	✲	✲
California Baptist College (CA)	✲							✲	✲	✲
California Lutheran College (CA)		✲								✲
California School of Professional Psychology (CA)		✲								
Calumet College (IN)			✲							
Calvary Bible College (MO)				✲						✲
Calvin College (MI)		✲		✲		✲		✲	✲	✲
Calvin College and Seminary (MI)					✲	✲	✲			

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
Campbellsville College (KY)		*		*	*				*	*
Canisius College (NY)	*	*		*	*	*	*	*	*	*
Capital University (OH)	*	*		*		*	*	*	*	
Capitol College (MD)						*		*	*	*
Capitol Institute of Technology (MD)		*	*	*	*					
Cardinal Glennon College (MO)			*							
Cardinal Stritch College (WI)							*		*	*
Caribbean University College (PR)					*	*	*		*	*
Carlow College (PA)			*			*	*			*
Carnegie Mellon University (PA)		*	*	*	*				*	
Carroll College (MT)	*	*		*	*	*	*			
Carroll College (WI)		*	*	**	*		*	*	*	
Carson-Newman College (TN)				*	*					
Case Western Reserve University (OH)		*								
Catawba College (NC)	*	*	*	*			*	*	*	*
Catholic Theological Union (IL)		*	*	*	*	*	*	*		
Catholic University of America, The (DC)		*	*	*	*	*	*	**	**	*
Catholic University of Puerto Rico (PR)		*	*	*	*	*				
Cazenovia College (NY)							*		*	
Cedar Crest College (PA)	*	*	*	*	*	*	*		*	*
Cedarville College (OH)	*	*	*	*	*		*		*	
Centenary College (NJ)	*			*	*					
Centenary College of Louisiana (LA)					*		*		*	*
Center for Creative Studies-College of Art & Design (MI)	*							*		
Central Baptist College (AR)								*		
Central Christian College of the Bible (MO)			*							
CENTRAL UNIVERSITY (IA)	*	*	*	*	*	*	*	*	*	*
Central Methodist College (MO)				*		*	*			
Central New England College of Technology (MA)				*						
Central Weslevan College (SC)	*		*	*	*	*	*	*	*	*
Chaminade University of Honolulu (HI)	*	*	*		*					
Chapman University (CA)		*				*			**	**
Charleston Southern University (SC)		*					*	*	*	*
Chatham College (PA)				*			*			
Chicago Theological Seminary (IL)			*	*	*	*		*	*	
Christ College Irvine (CA)			*		*		*		*	*
Christ Seminary--Seminex (IL)			*	*	*					
CHRISTIAN BROTHERS UNIVERSITY (TN)	*	*	*	*	*	*	*	*	*	*
Christian Heritage College (CA)					*	*	*			
Christian Theological Seminary (IN)		*	*				*	*	*	*
Church Divinity School of the Pacific (CA)			*	*	*	*		*		
Church of God School Of Theology (TN)								*		
Cincinnati Bible College and Seminary (OH)							*			
City University (WA)										*
Claflin College (SC)		*								
Claremont Graduate School (CA)		*			*	*			*	*
Claremont McKenna College (CA)		*		*						
Clark College (GA)		**	*							
Clark University (MA)	*	*	*	*	*		*			
Clarke College (IA)		*			*	*	*	*	*	*
Clarkson University (NY)		*	*	*	*	*		*	*	*
Clear Creek Baptist Bible College (KY)								*	*	

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
Clearwater Christian College (FL)					✲		✲			
Coe College (IA)	✲					✲				
Cogswell Polytechnical College (CA)	✲	✲		✲	✲	✲	✲			
Coker College (SC)		✲		✲	✲	✲	✲	✲	✲	✲
Colby College (ME)								✲	✲	
Colby-Sawyer College (NH)							✲	✲		✲
Colgate University (NY)	✲	✲			✲					✲
College Misericordia (PA)	✲	✲	✲			✲	✲	✲	✲	✲
College of Associated Arts (MN)							✲			✲
College of Great Falls (MT)	✲	✲	✲		✲	✲		✲	✲	
College of Idaho, The (ID)	✲	✲	✲	✲						
College of Mount Saint Vincent (NY)	✲	✲	✲	✲	✲		✲	✲	✲	✲
College of Mount St. Joseph (OH)		✲	✲	✲	✲	✲	✲			
College of New Rochelle (NY)	✲	✲	✲	✲					✲	✲
College of Notre Dame (CA)	✲	✲	✲	✲				✲	✲	
College of Notre Dame of Maryland (MD)			✲	✲		✲	✲		✲	✲
College of Our Lady of the Elms (MA)				✲✲					✲	
College of Saint Benedict (MN)		✲	✲		✲	✲	✲	✲	✲	
College of Saint Elizabeth (NJ)	✲	✲	✲	✲	✲	✲		✲	✲	✲
College of Saint Mary (NE)			✲	✲	✲		✲	✲	✲	✲
College of Saint Rose (NY)	✲	✲	✲		✲	✲	✲	✲	✲	✲
College of Saint Teresa (MN)					✲					
College of Santa Fe (The) (NM)						✲	✲	✲	✲	
College of St. Catherine (MN)		✲					✲	✲	✲	✲
College of St. Joseph (VT)		✲	✲	✲	✲	✲		✲	✲	
COLLEGE OF ST. SCHOLASTICA (MN)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
College of St. Thomas (MN)				✲			✲			
College of The Atlantic (ME)					✲					
College of the Holy Cross (MA)	✲	✲	✲	✲	✲	✲	✲	✲		
College of the Southwest (NM)						✲		✲	✲	
College of Wooster, The (OH)	✲	✲		✲	✲	✲	✲			
Colorado Christian College (CO)						✲				
Colorado College (The) (CO)										✲
Colorado Technical College (CO)					✲					✲
Columbia Bible College and Seminary (SC)		✲			✲	✲	✲	✲	✲	✲
Columbia Christian College (OR)		✲								
Columbia College (MO)	✲	✲	✲	✲	✲	✲		✲	✲	✲
Columbia College (SC)	✲							✲	✲	✲
Columbia Theological Seminary (GA)					✲	✲	✲	✲	✲	✲
Columbia University in the City of New York (NY)		✲								
Conception Seminary College (MO)									✲	
Concordia College (IL)					✲	✲	✲			
Concordia College (MI)	✲	✲	✲	✲	✲	✲			✲	
Concordia College (MN)		✲	✲	✲	✲	✲	✲		✲	✲
Concordia College (MN)										✲
Concordia College (NE)				✲	✲	✲	✲	✲	✲	✲
Concordia College (NY)		✲	✲	✲	✲		✲	✲	✲	✲
Concordia College (OR)		✲			✲					
Concordia Seminary (MO)		✲		✲	✲	✲		✲		
Concordia University Wisconsin (WI)		✲	✲	✲	✲	✲		✲	✲	
Connecticut College (CT)				✲						
Converse College (SC)		✲	✲		✲					
Cooper Union (The) (NJ)							✲✲			

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
Cooper Union for the Advancement of Science and Art, The (NY)	*	*	*	**	**	**				
Cornell College (IA)		*	*	*	*	*	*	*	*	*
Cornell University (NY)		*	*	*	*	*				
Cottey College (MO)						*				
Covenant College (GA)		*	*	*		*	*		*	*
Creighton University (NE)	*	*	*		*	*	*	*	*	*
Crown College (MN)										*
Culver-Stockton College (MO)	*									*
Curry College (MA)	*	*	**		**					
D'YOUVILLE COLLEGE (NY)	*	**	**	**	**	**	**	**	**	**
Dakota Wesleyan University (SD)			*				*	*	*	*
Dallas Baptist College (TX)		*								
Dallas Theological Seminary (TX)		*					*	*	*	*
Dana College (NE)										*
Daniel Webster College (NH)				*		*	*	*	*	*
Dartmouth College (NH)	*									
David Lipscomb University (TN)		*		*		*	*	*	*	*
Davidson College (NC)						*	*	*	*	*
Davis & Elkins College (WV)	*	*	*		*		*	*		*
De Sales School of Theology (DC)		*	*	*						
DEFIANCE COLLEGE, THE (OH)	*	*	*	*	*	*	*	*	*	*
Delaware Valley College (PA)					*	*				
DEPAUL UNIVERSITY (IL)	*	*	*	*	*	*	*	*	*	*
DePauw University (IN)	*	*	*	*		*				
DeVRY Inc. (IL)			*	*					*	
DICKINSON COLLEGE (PA)	*	*	*	*	*	*	*	*	*	*
Dillard University (LA)							*		*	
Divine Word College (IA)		*		*						
Doane College (NE)	*		*	*	*	*	*	*	*	*
Dominican College of Blauvelt (NY)			*	*	*	*	*	*	*	*
Dominican College of San Rafael (CA)	*									
Dominican School of Philosophy & Theology (CA)					*					
Don Bosco College (NJ)	*				*					
Dordt College, Inc. (IA)	*	*		*	*	*	*	*	*	
Dowling College (NY)				**		**				
DRAKE UNIVERSITY (IA)	*	*	*	*	*	*	*	*	*	*
DREW UNIVERSITY (NJ)	*	*	*	*	*	*	*	*	*	*
Drexel University (PA)						*	*	*		*
Drury College (MO)				*	*	*	*	*	*	*
Duke University (NC)		*	*							
Duquesne University (PA)	*	*			*	*	*	*	*	*
Earlham College (IN)				*	*	*	*		*	*
East Texas Baptist University (TX)	*	*								
Eastern College (PA)	*			*				*	*	
Eastern Baptist Theological Seminary, The (PA)					*				*	
Eastern Christian College (MD)										*
Eastern Mennonite College and Seminary (VA)		*	*	*	*	*	*	*	*	*
ECKERD COLLEGE (FL)	*	*	*	*	*	*	*	*	*	*
Eden Theological Seminary (MO)		*			*	*		*		
Edgewood College (WI)					*	*	*	*	*	*
Edward Waters College (FL)	*									

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
Elizabethtown College (PA)					*	*	*	*	*	*
Elmhurst College (IL)	*	*	*	*	*	*	*	*	*	
Elmira College (NY)		*	*	*	*		*	*	*	*
Elms College (MA)	*	*	*		*	*				*
Elon College (NC)	*	*								
Embry-Riddle Aeronautical University (AR)					*					
Embry-Riddle Aeronautical University (FL)		*		*	*	*	*	*	*	
Emerson College (MA)		**	**	**	**	**	**	**		**
Emmanuel College (GA)								*		
Emmanuel College (MA)	*		**							
Emory & Henry College (VA)	*	*		*	*	*	*	*	**	*
Emory University (GA)			*	*	*				*	*
Endicott College (MA)						**		**		
Episcopal Divinity School (MA)		*								
Episcopal Theological Seminary, of the Southwest, The (TX)			*	*				*		
Erskine College (SC)	*	*	*	*					*	*
Eureka College (IL)				*	*	*	*		*	*
Evangel College (MO)	*									
Evangelical School of Theology (PA)					*				*	
Fairfield University (CT)		*	**	**	**	**	**	**	**	*
Fairleigh Dickinson University Hackensack (NJ)						*		*		
Fairleigh Dickinson University Madison (NJ)			**							
Fairleigh Dickinson University Rutherford (NJ)			**	**	*				*	
Fairleigh Dickinson University Teaneck (NJ)			**							
Faith Baptist Bible College & Theological Seminary (IA)			*	*		*	*		*	*
Felician College (NJ)			*				*			
Ferrum College (VA)	*	*	*	*			*	*	*	*
Flagler College (FL)		*								
Florida Baptist Theological College (FL)										*
Florida Christian College (FL)							*			
Florida Memorial College (FL)				*						
Fontbonne College (MO)	*	*	*	*	*		*	*	*	
Fordham University (NY)	*	*		*	*					
Franciscan University of Steubenville (OH)							*	*	*	*
FRANKLIN AND MARSHALL COLLEGE (PA)	*	*	*	*	*	*	*	*	*	**
Franklin College of Indiana (IN)	*	*					*		*	*
Franklin Pierce College (NH)		**	**			**	**	**	**	**
Freed-Hardeman University (TN)								*	*	*
Friends University (KS)					*			*	*	
Fuller Theological Seminary (CA)								*		
Furman University (SC)	*	*	*	*		*	*	*	*	*
Gallaudet University (DC)		*	*	*						
Gannon University (PA)	*			*		*			*	*
Gardner-Webb College (NC)				*		*		*	*	*
Garrett-Evangelical Theological Seminary (IL)		*	*	*	*				*	
General Theological Seminary, The (NY)								*		
Geneva College (PA)	*	*								
George Fox College (OR)			*	*	*	*	*	*		
GEORGE WASHINGTON UNIVERSITY (DC)	*	*	*	*	*	*	*	*	*	**
George Williams College (IL)	*	*								
Georgetown College (KY)		*	*		*	*	*		*	*

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
GEORGETOWN UNIVERSITY (DC)	*	*	*	*	*	*	*	*	*	*
Georgian Court College (NJ)		*	*	*	*	*	*	*	*	*
Gettysburg College (PA)				*	*	*		*	*	*
GMI Engineering & Management Institute (MI)		*		*	*	*	*		*	*
Golden Gate Baptist Theological Seminary (CA)				*	*					
Golden Gate University (CA)				*		*		*	*	
Goldey Beacom College (DE)				*					*	*
GONZAGA UNIVERSITY (WA)	*	*	*	*	*	*	*	*	*	*
Gordon College (MA)		*			*	*	*	*	*	*
Gordon-Conwell Theological Seminary (MA)		*		*	*	*	*		*	
Goshen College (IN)	*	*			*		*	*	*	*
Goucher College (MD)	*	*							*	*
Grace Bible College (MI)		*								*
Grace College of the Bible (NE)		*		*						
Grace College & Theological Seminary (IN)		*		*		*	*	*		
Grace Schools, Inc. (IN)								*		
Graceland College (IA)	*	*	*	*				*		
Graduate Theological Union (CA)						*				
Grand Canyon Univeristy (AZ)			*	*				*	*	
Grand Rapids Baptist College & Seminary (MI)									*	
Grand View College (IA)		*	*	*	*	*	*		*	
Gratz College (PA)		**					**		**	
Great Lakes Bible College (MI)					*	*	*	*		
Green Mountain College (VT)					*	*			*	*
Greensboro College (NC)	*		*	*	*	*			*	*
Griffin College (WA)						*				
Grinnell College (IA)			*	*	*	*		*	*	*
Guilford College (NC)	*	*	*	*			*	**	*	*
Gulf Coast Bible College (TX)		*								
Gustavus Adolphus College (MN)				*						*
Gwynedd-Mercy College (PA)									*	*
Hahnemann University (PA)		*				*				
Hamilton College (NY)			*			*				
Hamline University (MN)	*		*	*		*	*	*	*	
Hampden-Sydney College (VA)					*	*				*
Hampshire College (MA)						*				
Hampton University (VA)			*	*	*	*	*	*	*	*
Hannibal-LaGrange College (MO)			*		*	*		*	*	*
Hanover College (IN)	*	*	*							
Harding University Grad. School of Religion (TN)								*		
Hartford College for Women (CT)		*						*		
Hartwick College (NY)	*	*	*	*	*	*		*		*
Hastings College (NE)			*		*	*	*	*	*	*
Hawaii Loa College (HI)	*			*	*				*	
Hawaii Pacific College (HI)				*			*			
Hebrew College (MA)							*			*
Heidelberg College (OH)	*	*	**	*	*	*	*	*		*
Hellenic College (MA)			*						*	*
Hendrix College (AR)			*							
High Point College (NC)	*	*			*	*				
Hilbert College (NY)								*		
Hiram College (OH)				*			*		*	*
Hobart and William Smith Colleges (NY)				*	*	*		*		

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
Hofstra University (NY)							**	**	**	**
Hollins College (VA)		*	*							
Holy Family College (PA)			*		*	*	*	*	*	*
Holy Names College (CA)				*	*	*	*	*	*	*
Hood College (MD)	*	*	*	*			*			
Hope College (MI)	*	*	*	*	*			*	*	*
Houghton College (NY)			*	*		*		*	*	
Houston Baptist University (TX)				*	*					
Howard Payne University (TX)	*						*			
Howard University (DC)			*			**	*			
Huntington College (IN)	*	*		*						
Huron College (SD)			*			*				
Husson College (ME)	*	*	*	*	*			*		*
Huston-Tillotson College (TX)	*	*	*	*			*			
Illinois Benedictine College (IL)	*	*	*	*	*	*			**	*
Illinois College (IL)	*	*		*	*					
Illinois Institute of Technology (IL)		*	*	*	*	*			*	
Illinois Wesleyan University (IL)					*	*				
Immaculata College (PA)	*	*	*	*	*	*		*	*	*
Incarnate Word College (TX)			*	*		*			*	
Indiana Central University (IN)			*							
Inter American University of Puerto Rico (PR)										*
Inter American University of Puerto Rico --Barranquitas (PR)								*		
Inter American University of Puerto Rico -- Fajardo (PR)								*		
Inter American University of Puerto Rico --Metropolitan campus (PR)	*								*	
Inter American University of Puerto Rico --Ponce College (PR)									*	
Inter American University of Puerto Rico --San German (PR)		*	*	*	*					
Inter American University of Puerto Rico at San Juan (PR)		*		*						
Interdenominational Theological Center (GA)				*			*		*	*
Iona College (NY)	*	*	*	*	*		*	*	*	*
Iowa Weslevan College (IA)			*	*	*					
ITHACA COLLEGE (NY)	*	*	*	*	*	*	*	*	*	*
Jacksonville University (FL)	*		*							
Jamestown College (ND)					*			*		
Jarvis Christian College (TX)	*		*			*	*	*		
Jesuit School of Theology at Berkeley (CA)		*				*			*	
Jewish Theological Seminary of America, The (NY)						*				
John B. Stetson University (FL)	*	*								
John Brown University (AR)	*				**	**				
JOHN CARROLL UNIVERSITY (OH)	*	*	*	*	*	*	*	*	*	*
John F. Kennedy University (CA)			*						*	*
John Wesley College (NC)						*				
Johns Hopkins University (MD)	*		*	*	*	*	*		*	*
Johnson C. Smith University (NC)	*	*		*				*	*	
Judson College (AL)					*	*	*			*
Judson College (IL)	*	*	*		*	*		*	*	*
Juniata College (PA)				*		*	*	*	*	*

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
Kalamazoo College (MI)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Kansas City Art Institute (MO)								✲		
Kansas Wesleyan (KS)	✲	✲		✲						
Kentucky Wesleyan College (KY)	✲		✲✲							
KENYON COLLEGE (OH)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Keuka College (NY)	✲		✲			✲				
King College (TN)		✲								✲
King's College (PA)	✲	✲	✲	✲	✲		✲	✲	✲	✲
King's College, The (NY)			✲					✲		
Knoxville College (TN)				✲						
LA ROCHE COLLEGE (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
La Salle University (PA)					✲	✲	✲		✲	✲
La Sierra University (CA)										✲
Lafayette College (PA)	✲	✲	✲			✲				
LaGrange College (GA)	✲	✲						✲	✲	✲
Lake Erie College (OH)					✲	✲	✲			
Lake Forest College (IL)			✲		✲		✲		✲	✲
Lakeland College (WI)	✲	✲	✲			✲	✲	✲	✲	✲
Lambuth College (TN)	✲	✲	✲				✲	✲		
Lancaster Bible College (PA)		✲	✲		✲	✲		✲	✲	
Lane College (TN)								✲		
Lawrence University (WI)					✲					
Le Moyne College (NY)		✲	✲	✲	✲	✲		✲	✲	✲
Le Tourneau College (TX)	✲	✲		✲	✲	✲	✲	✲	✲	✲
Lebanon Valley College (PA)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Lee College (TN)						✲		✲		
Lees-McRae College (NC)								✲	✲	
Lehigh University (PA)				✲						
Lenoir-Rhyne College (NC)			✲		✲	✲	✲		✲	✲
Lewis-Clark State College (ID)									✲	
Lewis & Clark College (OR)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Lewis University (IL)			✲	✲						
Lexington Theological Seminary (KY)			✲	✲	✲				✲	✲
Liberty University (VA)	✲			✲						✲
L.I.F.E. Bible Co. (CA)						✲				
Limestone College (SC)	✲		✲		✲	✲	✲	✲	✲	
Lincoln Christian College and Seminary (IL)				✲	✲				✲	✲
Lincoln Memorial University (TN)	✲	✲	✲	✲			✲	✲		✲
Lincoln University (CA)									✲	
Lindsey Wilson College (KY)						✲	✲	✲	✲	✲
Linfield College (OR)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Livingston College (NC)								✲		
Loma Linda University (CA)	✲							✲		
Long Island University (NY)		✲✲	✲✲	✲✲	✲✲	✲✲			✲✲	✲✲
Loras College (IA)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Loretto Heights College (CO)	✲									
Louisiana College (LA)			✲	✲		✲	✲		✲	✲
Louisville Presbyterian Theological Seminary (KY)		✲	✲	✲	✲	✲				
LOYOLA COLLEGE (MD)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Loyola Marymount University (CA)	✲				✲	✲	✲	✲	✲	✲
Loyola University, New Orleans (LA)						✲	✲			✲
Lubbock Christian University (TX)	✲	✲	✲	✲		✲		✲	✲	

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
LUTHER COLLEGE (IA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Lutheran Bible Institute of Seattle (WA)										✲
Lutheran Theological Seminary at Gettysburg (PA)				✲			✲			
Lutheran Theological Southern Seminary (SC)					✲					
LYCOMING COLLEGE (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
LYNCHBURG COLLEGE (VA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Macalester College (MN)		✲								
MacMurray College (IL)	✲									
Madonna University (MI)			✲	✲	✲	✲	✲	✲	✲	✲
Mallinkrodt College of the North Shore (IL)						✲				
Malone College (OH)	✲	✲		✲		✲	✲	✲	✲	✲
Manchester College (IN)									✲	✲
Manhattan Christian College (KS)		✲	✲	✲			✲	✲	✲	✲
Manhattan College (NY)		✲					✲	✲	✲	✲
Manhattanville College (NY)	✲	✲		✲	✲	✲	✲			
Marian College (IN)					✲	✲				✲
Marian College of Fond du luc (WI)							✲	✲	✲	✲
Marietta College (OH)				✲		✲	✲		✲	✲
Marist College (NY)	✲	✲	✲✲	✲✲		✲✲	✲✲	✲✲	✲	✲
Marquette University (WI)						✲	✲			
Mars Hill College (NC)			✲	✲	✲	✲	✲	✲	✲	✲
Martin Methodist College (TN)						✲				
MARY BALDWIN COLLEGE (VA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Mary Crest College (IA)					✲		✲	✲		
Marygrove College (MI)			✲							
Maryknoll School of Theology (NY)		✲	✲	✲	✲	✲		✲	✲	✲
MARYMOUNT COLLEGE (NY)	✲	✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲
Marymount College of Kansas City (KS)						✲				
Marymount College, Palos Verdes (CA)						✲		✲		
Marymount Manhattan College (NY)	✲	✲	✲	✲		✲				✲
Marymount University (VA)				✲✲		✲✲				
Maryville College (TN)	✲	✲	✲	✲	✲	✲				
Maryville University of St. Louis (MO)	✲	✲			✲	✲	✲	✲	✲	✲
MARYWOOD COLLEGE (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Massachusetts College of Pharmacy and Allied Health Sciences (MA)			✲	✲						
Massachusetts Institute of Technology (MA)		✲		✲	✲	✲		✲	✲	✲
McKendree College (IL)		✲	✲	✲					✲	✲
McPherson College (KS)	✲	✲	✲		✲	✲	✲	✲		
Meadville/Lombard Theological School (IL)				✲					✲	
Medaille College (NY)								✲	✲	✲
Meharry Medical College (TN)										✲✲
Memphis Theological Seminary (TN)				✲	✲	✲	✲	✲	✲	✲
Menlo College (CA)								✲		✲
Mennonite Brethren Biblical Seminary (CA)		✲	✲							✲
Mercer University (GA)		✲	✲	✲			✲	✲	✲	✲
Mercy College (NY)	✲			✲		✲	✲	✲		✲
Mercy College of Detroit (MI)	✲	✲	✲	✲	✲	✲	✲			
Mercyhurst College (PA)		✲	✲		✲	✲				
Meredith College (NC)	✲		✲	✲	✲	✲	✲	✲	✲	✲
MERRIMACK COLLEGE (MA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Messiah College (PA)										✲

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
Michigan Christian College (MI)							✲			
Mid-America Bible College (OK)				✲						
Mid-Continent Baptist Bible College (KY)								✲	✲	
Mid-South Bible College (TN)				✲	✲					
Middlebury College (VT)										✲
Midland Lutheran College (NE)			✲	✲	✲	✲		✲	✲	
Midway College (KY)								✲	✲	
Midwestern Baptist Theological Seminary (MO)							✲			
Milligan College (TN)							✲	✲	✲	✲
Millikin University (IL)	✲	✲	✲	✲		✲	✲	✲		✲
Mills College (CA)	✲						✲	✲	✲	✲
Millsaps College (MS)			✲	✲		✲				
Milwaukee School of Engineering (WI)		✲	✲	✲	✲					
Minneapolis College of Art and Design (MN)		✲	✲				✲			
Minnesota Bible College (MN)		✲								
Missouri Baptist College (MO)		✲	✲	✲		✲	✲		✲	
Missouri Valley College (MO)					✲					✲
Mitchell College (CT)						✲✲				
Mobile College (AL)							✲	✲	✲	
Molloy College (NY)	✲		✲	✲	✲					✲
Monmouth College (NJ)	✲			✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	
Monterey Institute of International Studies (CA)			✲							
Montreat-Anderson College (NC)						✲		✲	✲	
Moody Bible Institute (IL)								✲		
MORAVIAN COLLEGE (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Morningside College (IA)	✲		✲	✲	✲			✲	✲	
Morris Brown College (GA)	✲		✲	✲			✲		✲	✲
Mount Angel Seminary (OR)				✲	✲				✲	✲
Mount Marty College (SD)	✲	✲	✲	✲						
Mount Mary College (WI)	✲	✲	✲	✲	✲	✲	✲	✲		
Mount Mercy College (IA)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Mount Saint Mary's College (MD)	✲	✲		✲	✲	✲	✲			✲
Mount Senario College (WI)	✲	✲		✲						
Mount St. Clare College (IA)	✲	✲		✲	✲	✲	✲			✲
Mount St. Mary's College (CA)			✲		✲	✲	✲			
Mount Union College (OH)				✲	✲	✲✲	✲	✲	✲	✲
Mount Vernon College (DC)	✲	✲	✲	✲		✲	✲	✲		
Mount Vernon Nazarene College (OH)			✲	✲	✲	✲	✲			
Mulhenberg College (PA)						✲	✲	✲	✲	✲
Mundelein College (IL)	✲									
Muskegon College (MI)						✲				
Muskingum College (OH)	✲		✲	✲	✲	✲	✲	✲	✲	✲
Nashotah House (WI)								✲		
National College (SD)							✲✲		✲	
National College of Education (IL)					✲					
Nazarene Theological Seminary (MO)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Nazareth College (MI)	✲	✲	✲	✲	✲	✲	✲	✲		
Nazareth College of Rochester (NY)	✲	✲		✲						
NEUMANN COLLEGE (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
New Brunswick Theological Seminary (NJ)		✲						✲		✲
New England College (NH)		✲	✲			✲	✲	✲		
New England Institute of Technology (RI)					✲					

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
New Hampshire College (NH)						✲	✲	✲	✲	✲
New York Institute of Technology (NY)				✲✲	✲✲	✲✲			✲✲	
New York Theological Seminary (NY)			✲		✲			✲	✲	
Newberry College (SC)	✲	✲	✲✲						✲	
Niagara University (NY)					✲✲	✲✲		✲✲	✲✲	
Nichols College (MA)		✲								
North Carolina Wesleyan College (NC)	✲				✲					
NORTH CENTRAL COLLEGE (IL)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
North Park College and Theological Seminary (IL)	✲	✲	✲		✲					✲
Northeastern Bible College (NJ)				✲						
Northeastern College (MN)								✲		
Northeastern University (MA)		✲		✲	✲		✲	✲		✲
Northern Baptist Theological Seminary (IL)			✲			✲			✲	
Northland College (WI)			✲✲	✲✲	✲✲	✲	✲✲	✲✲	✲✲	✲
Northrop University (CA)		✲	✲		✲			✲		
Northwest Bible College (ND)				✲						
Northwest Christian College (OR)				✲						
Northwest College (WA)								✲		✲
Northwest Nazarene College (ID)				✲				✲	✲	
NORTHWESTERN COLLEGE (IA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Northwestern College (MN)	✲	✲	✲	✲		✲	✲		✲	✲
Northwestern University (IL)	✲									
Norwich University (VT)	✲		✲	✲	✲	✲	✲	✲	✲	✲
Notre Dame College (NH)		✲		✲			✲		✲	✲
Notre Dame College of Ohio (OH)		✲	✲	✲	✲		✲	✲	✲	✲
Notre Dame Seminary (LA)				✲			✲		✲	
Nyack College (NY)						✲				
Oakwood College (AL)		✲	✲	✲	✲	✲		✲	✲	
Oberlin College (OH)				✲	✲	✲				
Occidental College (CA)							✲	✲	✲	
Oglethorpe University (GA)			✲	✲				✲	✲	✲
Ohio Dominican College (OH)		✲								
Ohio Northern University (OH)	✲		✲	✲		✲	✲	✲	✲	✲
Ohio Wesleyan University (OH)								✲	✲	✲
Oklahoma Baptist University (OK)	✲	✲	✲				✲			
Oklahoma Christian University (OK)	✲	✲	✲	✲	✲			✲	✲	
Oklahoma City University (OK)							✲			
Olivet College (MI)		✲				✲	✲	✲	✲	
Olivet Nazarene College (IL)						✲		✲		✲
Open Bible College (IA)		✲								
Oregon Graduate Center (OR)					✲		✲			
Ottawa University (KS)	✲		✲	✲	✲	✲	✲	✲	✲	✲
Otterbein College (OH)	✲	✲		✲	✲	✲	✲		✲	✲
Ouachita Baptist University (AR)							✲			✲
Our Lady of Holy Cross College (LA)	✲	✲	✲	✲		✲	✲	✲	✲	✲
Our Lady of the Lake University (TX)			✲	✲	✲		✲	✲	✲	✲
Pace University (NY)					✲	✲		✲	✲	✲
Pacific Christian College (CA)			✲							✲
Pacific Lutheran University (WA)								✲		✲
Pacific School of Religion (CA)									✲	
Pacific Union College (CA)							✲	✲		

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
Pacific University, College of Arts and Sciences (OR)							☆		☆	
Paine College (GA)				☆			☆		☆	
Palm Beach Atlantic College (FL)	☆			☆	☆	☆	☆	☆	☆	☆
Park College (MO)	☆		☆☆	☆☆			☆☆	☆☆	☆☆	
Parks College of St. Louis University (IL)			☆	☆			☆	☆		
Patten College (CA)		☆		☆						
Pepperdine University (CA)		☆	☆	☆	☆	☆	☆	☆	☆	☆
Pfeiffer College (NC)		☆				☆			☆	
Philander Smith College (AR)								☆		
Philadelphia College of Art (PA)			☆							
Philadelphia College of Bible (PA)		☆		☆					☆	
Philadelphia College of Performing Arts (PA)			☆							
Philadelphia College of Textiles and Science (PA)			☆			☆	☆		☆	☆
Phillips University (OK)	☆	☆	☆		☆				☆	
Piedmont Bible College (NC)				☆						
Piedmont College (GA)			☆	☆	☆	☆	☆			☆
PIKEVILLE COLLEGE (KY)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Pine Manor College (MA)								☆	☆	☆
Pittsburgh Theological Seminary (PA)			☆		☆			☆	☆	
Point Loma Nazarene College (CA)	☆	☆	☆		☆	☆				
Point Park College (PA)						☆	☆	☆	☆	☆
Polytechnic University (NY)		☆	☆	☆	☆		☆			
Pomona College (CA)							☆			
Post College (CT)		☆				☆				
Pratt Institute (NY)				☆☆	☆☆					☆☆
Presbyterian College (SC)	☆		☆	☆	☆	☆	☆	☆	☆	☆
Presbyterian School of Christian Education (VA)		☆	☆	☆		☆				
Presentation College (SD)									☆	
Princeton Theological Seminary (NJ)			☆		☆			☆		☆
Principia College (IL)		☆	☆	☆	☆	☆	☆	☆		☆
Providence College (RI)				☆☆		☆☆		☆☆	☆☆	☆
Queens College (NC)	☆			☆						
Quincy College (IL)	☆	☆	☆	☆		☆	☆	☆	☆	☆
Quinnipiac College (CT)	☆	☆☆	☆☆		☆☆			☆☆	☆☆	☆☆
Randolph-Macon College (VA)	☆	☆	☆			☆	☆	☆		☆
Randolph-Macon Woman's College (VA)		☆	☆	☆	☆		☆	☆	☆	☆
REED COLLEGE (OR)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Reformed Bible College (MI)		☆	☆	☆	☆	☆	☆	☆	☆	☆
Reformed Theological Seminary (MS)			☆		☆	☆		☆	☆	
Regent University (VA)					☆			☆	☆	☆
Regis University (CO)	☆	☆☆	☆☆			☆☆	☆☆	☆☆		☆☆
Regis College (MA)	☆		☆	☆	☆	☆	☆	☆	☆	☆
Reinhardt College (GA)								☆		
Rensselaer Polytechnic Institute (NY)		☆	☆	☆	☆	☆	☆	☆		
Rhode Island School of Design (RI)		☆☆	☆☆	☆☆			☆☆			
Rhodes College (TN)	☆		☆			☆	☆	☆	☆	☆
Rider College (NJ)	☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆		☆☆
Ripon College (WI)	☆		☆	☆	☆			☆	☆	☆
Rivier College (NH)			☆	☆	☆	☆		☆	☆	☆
Roanoke College (VA)				☆	☆	☆	☆	☆	☆	☆
Robert Morris College (PA)					☆☆			☆☆		☆☆

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
Rochester Institute of Technology (NY)			*		*	*		*	*	
Rockford College (IL)	*	*	*	*	*	*	*		*	*
ROCKHURST COLLEGE (MO)	*	*	*	*	*	*	*	*	*	*
Rockmont College (CO)		*								
Rocky Mountain College (MT)			*	*	*	*	*	*	*	
Roger Williams College (RI)										**
Rollins College (FL)					*	*	*	*	*	*
Roosevelt University (IL)		*	*	*	*	*		*	*	*
Rosary College (IL)						*	*	*	*	*
Rose-Hulman Institute of Technology (IN)		*	*	*	*	*	*	*		*
Rosemont College (PA)					*					
Rosemont College of the Holy Child Jesus (PA)	*									
Russell Sage College (NY)			*	*	*	*	*	*		*
Rust College (MS)			*	*						*
Sacred Heart College (NC)	*	*	*	*						
Sacred Heart Major Seminary (MI)									*	*
Sacred Heart University (CT)		*	*	*			*	*	*	*
Saint Anselm College (NH)	*	*								
Saint Augustine's College (NC)		*								
Saint Francis College (PA)					*	*	*	*	*	*
Saint John's University (MN)	*		**	**	*		*	*		*
SAINT JOSEPH COLLEGE (CT)	*	*	*	*	*	*	*	*	*	*
Saint Joseph's College (CA)		*								
Saint Joseph's College (IN)	*			*	*	*	*	*	*	*
Saint Joseph's College (ME)						*		*	*	
Saint Joseph's University (PA)							*	*	*	*
Saint Leo College (FL)	*				**	**			**	
Saint Martin's College (WA)	*	*				*		*	*	*
Saint Mary College (KS)	*	*	*	*	*	*		*	*	*
Saint Mary-of-the-Woods College (IN)									*	
Saint Mary's College (IN)							*	*		
Saint Mary's College (MI)				*			*		*	*
Saint Mary's College (MN)		*	*	*			*		*	
Saint Mary's College of California (CA)				*		*	*	*	*	*
Saint Mary's College of Minnesota (MN)										*
Saint Meinrad College (IN)				*	*	*	*	*	*	*
Saint Meinrad School of Theology (IN)						*	*	*	*	*
Saint Michael's College (VT)		*	*	*	*		*		*	*
Saint Paul School of Theology (MO)					*	*	*			
Saint Paul's College (VA)	*	*		*						
Saint Peter's College (NJ)	*	*	*		*				*	*
Saint Thomas Theological Seminary (CO)		*	*				*			
Saint Vincent College (PA)	*	*	*	*	*	*		*	*	*
Saint Xavier College (IL)	*			*	*					
SALEM COLLEGE (NC)	*	*	*	*	*	*	*	*	*	*
Salem College (WV)	*		*			*			*	
Salve Regina College (RI)	*		**	*	*	*		*	*	*
Samford University (AL)			*			*		*	*	
San Jose Bible College (CA)			*							
Santa Clara University (CA)			*		*	*	*	*	*	*
Saybrook Institute (CA)					*					
Scarritt Graduate School (TN)	*		*	*						

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
School for International Training of the Experiment in International Living (VT)		☆								
School of the Art Institute of Chicago, The (IL)		☆	☆							
School of the Ozarks, The (MO)	☆	☆	☆	☆	☆	☆	☆			
School of Theology at Claremont (CA)			☆					☆		
Schreiner College (TX)				☆		☆	☆	☆	☆	
Scripps College (CA)		☆		☆		☆	☆	☆	☆	
Seabury-Western Theological Seminary (IL)		☆			☆					
Seattle Pacific University (WA)		☆☆	☆☆	☆	☆	☆	☆	☆	☆	☆
SEATTLE UNIVERSITY (WA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Seton Hall University (NJ)			☆☆							
SETON HILL COLLEGE (PA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Shaw University (NC)								☆		☆
Sheldon Jackson College (AK)			☆	☆						
Shorter College (AR)						☆				
Shorter College (GA)				☆	☆	☆	☆	☆	☆	☆
Siena College (NY)	☆	☆	☆	☆	☆	☆	☆			
Siena Heights College (MI)	☆	☆	☆	☆	☆	☆	☆	☆	☆	
Simpson College (CA)	☆	☆						☆	☆	
SIMPSON COLLEGE (IA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Sioux Falls College (SD)	☆			☆	☆			☆	☆	☆
Skidmore College (NY)		☆	☆	☆	☆	☆	☆	☆	☆	☆
Smith College (MA)				☆		☆				☆
Southeastern Baptist Theological Seminary (NC)				☆	☆☆			☆	☆	
Southeastern Bible College (AL)			☆							
Southeastern College of the Assemblies of God (FL)										☆
Southeastern University (DC)			☆	☆				☆		
Southern California College (CA)	☆	☆		☆	☆	☆	☆	☆	☆	☆
Southern College of Seventh-Day Adventists (TN)	☆				☆	☆	☆	☆	☆	☆
Southern Methodist University (TX)	☆	☆		☆	☆					
Southwest Baptist University (MO)		☆	☆	☆						
Southwestern Adventist College (TX)		☆								
Southwestern Assemblies of God College (TX)		☆	☆	☆	☆	☆	☆	☆	☆	☆
Southwestern College (KS)	☆	☆		☆	☆					
Southwestern University (TX)	☆								☆	☆☆
Spalding University (KY)	☆	☆	☆	☆	☆	☆	☆	☆		☆
Spelman College (GA)	☆		☆		☆					☆
Spring Arbor College (MI)				☆	☆	☆			☆	☆
Spring Garden College (PA)						☆☆				
Spring Hill College (AL)	☆	☆				☆	☆	☆	☆	
Springfield College (MA)	☆	☆	☆	☆	☆	☆	☆	☆		
St. Ambrose University (IA)					☆		☆	☆	☆	☆
St. Andrews Presbyterian College (NC)	☆						☆			
St. Bonaventure University (NY)	☆		☆	☆	☆	☆	☆	☆	☆	☆
St. Catherine College, Inc. (KY)							☆			
St. Edward's University (TX)		☆	☆	☆	☆	☆	☆	☆	☆	☆
St. Francis College (NY)	☆	☆	☆	☆	☆	☆	☆	☆	☆	
St. John Fisher College (NY)					☆			☆	☆	☆
St. John Vianney College Seminary (FL)		☆		☆		☆				
St. John's Provincial Seminary (MI)					☆					

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
St. John's University (NY)										☆☆
St. Joseph's College (NY)						☆	☆			
St. Lawrence University (NY)			☆							☆
St. Mary of the Plains College (KS)					☆				☆	
St. Mary's College of California (CA)	☆	☆	☆		☆					
St. Mary's Dominican College (LA)	☆									
St. Mary's Seminary College (MO)		☆								
ST. MARY'S UNIVERSITY OF SAN ANTONIO (TX)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
ST. NORBERT COLLEGE (WI)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
St. Olaf College (MN)						☆	☆	☆	☆	
St. Patricks Seminary (CA)									☆	
St. Paul Bible College (MN)				☆	☆				☆	
St. Thomas University (FL)								☆	☆	☆
St. Vincent de Paul Regional Seminary (FL)								☆		
Stanford University (CA)						☆		☆	☆	
Starr King School for the Ministry (CA)							☆			
Sterling College (KS)						☆				
Stetson University (FL)				☆					☆	
Stevens Institute of Technology (NJ)		☆	☆	☆	☆	☆	☆			
Stillman College (AL)			☆	☆		☆	☆	☆		☆
Strayer College (DC)					☆	☆				
SUFFOLK UNIVERSITY (MA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Summit Christian College (IN)							☆	☆	☆	
Suomi College (MI)								☆		
Susquehanna University (PA)		☆	☆	☆	☆	☆	☆	☆	☆	☆
Sweet Briar College (VA)	☆			☆	☆					
Syracuse University (NY)	☆	☆		☆	☆	☆		☆		
Tabor College (KS)	☆	☆	☆		☆	☆	☆	☆	☆	☆
Taccoa Falls College (GA)								☆		
Talladega College (AL)		☆		☆		☆	☆			
Taylor University (IN)	☆	☆	☆	☆	☆	☆	☆		☆	☆
Teacher's College, Columbia University (NY)							☆	☆	☆	
Teikyo Loretto Heights University (CO)										☆
Teikyo Marycrest University (IA)									☆	☆
Teikyo Post University (CT)								☆	☆	☆
Teikyo Westmar University (IA)								☆	☆	☆
Tennessee Temple University (TN)							☆			☆
Tennessee Weslevan College (TN)			☆			☆				
TEXAS CHRISTIAN UNIVERSITY (TX)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Texas College (TX)	☆									
Texas Lutheran College (TX)	☆		☆	☆	☆	☆		☆		
Texas Weslevan University (TX)										☆
The Master's College (CA)									☆	
The Sage College (NY)									☆	
Thiel College (PA)	☆					☆	☆	☆		
Thomas College (ME)		☆	☆	☆	☆				☆	
Thomas Jefferson University (PA)									☆	
Thomas More College (KY)	☆	☆				☆	☆	☆		☆
Tiffin University (OH)			☆		☆	☆		☆		
Tift College (GA)			☆							
Toccoa Falls College (GA)										☆
Tougaloo College (MS)		☆						☆		
Transylvania University (KY)	☆	☆		☆	☆		☆	☆	☆	☆

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
Tri-State University (IN)	☆		☆	☆	☆	☆	☆	☆	☆	
Trinity Christian College (IL)		☆	☆	☆	☆					
Trinity College (CT)	☆					☆				
Trinity College (DC)	☆	☆		☆		☆	☆			☆
Trinity College (IL)	☆									
Trinity College of Vermont (VT)	☆	☆	☆	☆	☆	☆	☆		☆	☆
Trinity Episcopal School for Ministry (PA)					☆					
Trinity Lutheran Seminary (OH)			☆	☆	☆	☆			☆	
Trinity University (TX)	☆	☆	☆	☆	☆	☆	☆			
Tufts University (MA)					☆☆		☆	☆	☆	☆
Tulane University (LA)		☆	☆	☆	☆	☆				☆
Tusculum College (TN)							☆	☆		☆
Tuskegee University (AL)		☆						☆		
U.S. Sports Academy (AL)							☆			
Union College (KY)		☆								
Union College (NE)							☆		☆	☆
Union Institute, The (OH)										
Union University (TN)							☆	☆	☆	
Union Theological Seminary (NY)								☆		
Union Theological Seminary in Virginia (VA)		☆					☆	☆	☆	☆
United States International University (CA)										☆
United Theological Seminary of the Twin Cities (MN)		☆	☆	☆	☆		☆	☆		
Unity College (ME)					☆	☆		☆		
Universidad Adventista de Las Antillas (PR)							☆		☆	
Universidad Central de Bayamon (PR)		☆								
University of Bridgeport (CT)					☆☆	☆☆	☆☆	☆☆	☆☆	
University of Central Texas (TX)							☆	☆	☆	☆
University of Charleston (WV)				☆			☆	☆	☆	☆
University of Dallas (TX)	☆	☆	☆		☆	☆	☆	☆	☆	☆
UNIVERSITY OF DAYTON (OH)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
University of Denver (CO)					☆	☆	☆	☆	☆	☆
University of Detroit (MI)		☆☆	☆	☆☆	☆☆	☆☆	☆☆			
University of Detroit Mercy (MI)									☆☆	☆☆
University of Dubuque (IA)	☆	☆☆		☆☆	☆☆	☆	☆	☆	☆	☆
University of Evansville (IN)			☆		☆	☆	☆	☆	☆	☆
University of Findlay, The (OH)	☆			☆	☆	☆	☆		☆	☆
University of Hartford (CT)		☆		☆	☆		☆	☆	☆	
University of Indianapolis (IN)					☆					
University of Judaism (CA)		☆		☆	☆					
UNIVERSITY OF LA VERNE (CA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
University of Mary Hardin Baylor (TX)	☆									
UNIVERSITY OF MIAMI (FL)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
University of New England (ME)	☆					☆	☆		☆	☆
University of New Haven (CT)	☆				☆	☆	☆	☆	☆	☆
UNIVERSITY OF PORTLAND (OR)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
University of Puget Sound (WA)			☆							
University of Redlands (CA)		☆			☆		☆	☆	☆	
University of Richmond (VA)		☆	☆	☆	☆	☆	☆	☆		☆
University of Rio Grande (OH)	☆☆			☆☆	☆☆	☆☆	☆☆	☆☆	☆	☆
UNIVERSITY OF SAN DIEGO (CA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
University of San Francisco (CA)	☆					☆☆		☆☆	☆☆	☆☆
University of Santa Clara (CA)	☆	☆								

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
University of Scranton (PA)	☆	☆	☆☆	☆☆						
University of St. Thomas (MN)								☆	☆	☆
University of St. Thomas (TX)		☆	☆	☆	☆	☆		☆	☆	☆
University of Tampa (FL)	☆	☆	☆		☆	☆	☆		☆	
University of the Arts, The (PA)							☆			
University of the Ozarks (AR)	☆		☆		☆			☆	☆	☆
University of the Pacific (CA)							☆		☆	☆
University of the Sacred Heart (PR)	☆	☆								
University of the South, The (TN)	☆	☆	☆	☆	☆	☆	☆	☆		
University of Tulsa (OK)	☆	☆	☆	☆			☆	☆	☆	☆
Upper Iowa University (IA)					☆	☆		☆	☆	☆
Upsala College (NJ)		☆		☆	☆			☆	☆	
Urbana University (OH)		☆		☆	☆				☆	☆
Ursuline College (OH)	☆	☆	☆	☆	☆	☆			☆	☆
Utica College of Syracuse University (NY)		☆☆			☆☆	☆☆	☆☆			☆☆
VALPARAISO UNIVERSITY (IN)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Vassar College (NY)		☆		☆				☆	☆	
Villa Maria College (NJ)	☆	☆	☆	☆	☆	☆		☆		
Villanova University (PA)								☆	☆	
Virginia Intermont College (VA)					☆	☆	☆		☆	☆
Virginia Union University (VA)	☆	☆		☆						
Virginia Wesleyan College (VA)										☆
VITERBO COLLEGE (WI)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Voorhees College (SC)			☆	☆						
Wabash College (IN)	☆	☆		☆						
Wadhams Hall Seminary-College (NY)										☆
Wagner College (NY)	☆			☆	☆					
Walla Walla College (WA)			☆							
Walsh College (OH)	☆	☆	☆☆	☆☆	☆	☆	☆	☆		☆
Walsh College of Accountancy and Business Administration (MI)		☆				☆	☆	☆	☆	☆
Warner Pacific College (OR)	☆		☆	☆						
Warner Southern College (FL)	☆	☆	☆			☆	☆	☆		
Warren Wilson College (NC)										☆
Wartburg College (IA)		☆	☆	☆	☆	☆			☆	☆
Wartburg Theological Seminary (IA)		☆	☆	☆	☆			☆	☆	
WASHINGTON AND JEFFERSON COLLEGE (PA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Washington and Lee University (VA)	☆		☆	☆	☆	☆		☆		
Washington Bible College (MD)		☆	☆	☆	☆	☆	☆	☆	☆	
Washington College (MD)					☆	☆	☆	☆	☆	☆
Washington Theological Union (MD)				☆						
Wayland Baptist University (TX)									☆	
Waynesburg College (PA)	☆	☆	☆			☆	☆	☆	☆	☆
Webb Institute of Naval Architecture (NY)		☆	☆							
Webber College (FL)								☆	☆	☆
Webster University (MO)										☆
Wells College (NY)						☆				
Wentworth Institute of Technology (MA)			☆☆				☆☆			
Wesley College (DE)				☆	☆	☆		☆		
Wesley College (MS)						☆				
Wesley Theological Seminary (DC)					☆	☆				
Weslevan College (GA)			☆	☆	☆☆		☆	☆		
Weslevan University (CT)		☆		☆	☆	☆				

Participating Institutions (continued):	83-84	84-85	85-86	86-87	87-88	88-89	89-90	90-91	91-92	92-93
Westbrook College (ME)										*
West Virginia Wesleyan College (WV)	*	*	*	*		*	*	*	*	
Western Baptist College (OR)	*		*		*	*	*	*	*	*
Western Bible College (CO)		*								
Western Conservative Baptist Seminary (AZ)									*	
Western Conservative Baptist Seminary (CA)									*	
Western Conservative Baptist Seminary (OR)		*	*	*		*		*	*	
Western Evangelical Seminary (OR)									*	
WESTERN MARYLAND COLLEGE (MD)	*	*	*	*	*	*	*	*	*	*
Western New England College (MA)	*	*	*		*		**		*	*
Western Theological Seminary (MN)						*				
Westmar College (IA)	*	*	*	*	*	*	*			
Westminster Choir College (NJ)							*			
Westminster College (PA)						*	*	*		*
Westminster College (MO)					*	*			*	*
WESTMISTER COLLEGE OF SALT LAKE CITY (UT)	*	*	*	*	*	*	*	*	*	*
Westminster Theological Seminary (PA)		*		*	*	*	*	*	*	*
Weston School of Theology (MA)				*		*	*	*	*	*
Wheaton College (IL)				*						
Wheaton College (MA)			*		*			*	*	*
Wheeling College (OH)	*									
Wheeling College (WV)		*		*	*					
Wheeling Jesuit College (WV)						*	*	*	*	*
WHITMAN COLLEGE (WA)	*	*	*	*	*	*	*	*	*	*
Whittier College (CA)	*	*	*	*	*			*	*	*
Whitworth College (WA)						*	*	*	*	
Widener University (PA)	*	*		*	*		*	*	*	*
Wilberforce University (OH)			**	**						
Wiley College (TX)					*		*			
Wilkes University (PA)	*		*			*	*	*	*	*
WILLIAM JEWELL COLLEGE (MO)	*	*	*	*	*	*	*	*	*	*
William March Rice University (TX)	*	*	*	*	*					
William Penn College (IA)	*	*	*	*	*	*	*		*	*
Williams Baptist College (AR)								*		*
Williams College (MA)	*									
Wilmington College (DE)	*		*			*		*	*	*
Wilmington College (OH)	*	*		*	*	*	*	*		*
Wilson College (PA)	*		*	*	*					
Wingate College (NC)		*	*	*		*	*	*	*	*
Wisconsin Lutheran College (WI)								*	*	*
Wofford College (SC)										*
Woodbury University (CA)			*	*			*	*		
Worcester Polytechnic Institute (MA)		*		*	*		*	*	*	*
Wittenburg University (OH)	*	*	**	**	**	*	*			
Xavier University (OH)	*	*			*	*	*		*	
Yale University (CT)					*					
York College of Pennsylvania (PA)	*	*		*	*	*			*	*
	355	446	440	478	475	470	460	494	517	487

Total number of private colleges and universities in the last 10 years which participated in the survey for the first time during 1992-93: 27

Total number of private colleges and universities which have participated in the survey at least once during the last 10 years of the survey: 1,005

Total number of private colleges and universities which have participated in each of the last 10 years of the survey: 67.

SPECIAL STUDY ORDER FORM

CUPA 1992-93 Private Faculty Salary Survey

INSTRUCTIONS: To avoid delays in processing your order, please follow these:

1. Read through the entire form before completing your request.
2. Print or type all information.
3. Use a SEPARATE FORM for each study ordered.
4. All requests for Special Studies must include payment by check made payable to CUPA or purchase order number (CUPA members only).
5. Mail orders with payment to CUPA Special Studies, 1233 20th Street, NW, Suite 301, Washington, DC 20036, FAX (202) 429-0149 and a copy of the request to: Mr. Lee Tarrant, Institutional Research, Oklahoma State University, 301 Whitehurst, Stillwater, OK 74078, FAX (405) 744-8871. To maintain confidentiality of data, all requests for Data Display #1 must be pre-approved. CUPA reserves the right to refuse a special studies request. If you have any questions, contact CUPA at (202) 429-0311, Ext. 22.

PROFILE:

Name_____ Title_____

Institution_____

Address_____

City,State,ZIP_____ Phone( )_____

Note: The information below only applies to the 1992-93 survey year and is subject to change without notice.

BASIC FEES:

Please check the appropriate category:

- ❑ $250 (CUPA members who participated in the 1992-93 study)
- ❑ $340 (CUPA members who did not participate in the 1992-93 study and non-members who did participate)
- ❑ $425 (CUPA non-member institutions who did not participate in the study and other non-profit organizations)
- ❑ $575 (All others)

Did your institution participate in the 1992-93 survey? ____Yes ____No
Is your institution a member of CUPA? ____Yes ____No

DELIVERY:

Normally, studies will be returned within two weeks after the request and payment have been received by the CUPA national office.

TYPES OF DATA DISPLAYS: (Use a separate sheet for additional requests. Refer to pages 2 and 4 of the survey report for a complete explanation of the studies.)

(Please check only one)

____1. Salary Display by average, high, and low salaries (Because this salary display includes specific institutional data for the requesting institution, all orders must be accompanied by a letter of authorization from the President or his or her designated representative on institutional letterhead. Submit all requests in writing to: Dr. Richard D. Howe, Director, Equal Opportunity Programs, Appalachian State University, 128 Administration Bldg., Boone, NC 28608, FAX (704)262-2126, in addition to submitting to CUPA).

____2. Percentile Rank (PR) Display

____3. Salary Trend Display (Comparison between two survey year's data-only those institutions that have participated in each of the years requesting)
____4. Other Trend Displays (please specify on a separate sheet; add'l costs may be incurred)
____5. Other (please explain on a separate sheet; add'l costs may be incurred)

If you wish to receive a display based on general institutional characteristics, please complete Section I. If you wish to specify institutions, please complete Section II.

Section I

1. Classification
   4-Year College_____ University_____ All_____
2. Affiliation/Support
   Public_____ Private/Religious_____ Private/Non-Religious_____
3. General Budget
   Less than $_____ More than $_____ Between $_____ and $_____
4. FTE Enrollment
   Less than _____ More than _____ Between _____ and _____
5. FTE Faculty
   Less than _____ More than _____ Between _____ and _____
6. Geographic Area—States (please do not abbreviate)

_____

_____

Section II

In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the Faculty Salary Survey. Please see Appendix B, "List of Participating Institutions," of the survey report to ensure that the desired institutions did participate. To maintain confidentiality of the data, you must select at least 10 institutions. Only positions reporting three or more data elements in each cell will be made available. Your institution's data will be include only if specifically requested.

List institutions on a separate sheet. Please type or print clearly to avoid delays in processing your order.

PAYMENT INFORMATION

Please check all that apply:

❑ I am a CUPA Member ❑ I am not a CUPA member
❑ My check is enclosed for $_____
❑ Please bill me. $ _____. **Must include PO#**_____

Please forward your request (be sure to include check or purchase order number) to:
CUPA Special Studies, 1233 20th Street, NW, Suite 301, Washington, DC 20036.

Send a copy of the completed form only to: Mr. Lee Tarrant, Oklahoma State University, 301 Whitehurst, Stillwater, OK 74078. FAX (405) 744-8871.

All requests for Data Display #1 must be sent to Dr. Richard D. Howe, Director, Equal Opportunity Programs, Appalachian State University, 128 Administration Bldg., Boone, NC 28608, FAX (704) 262-2126.

College and University Personnel Association
1233 Twentieth Street, NW
Washington, DC 20036